

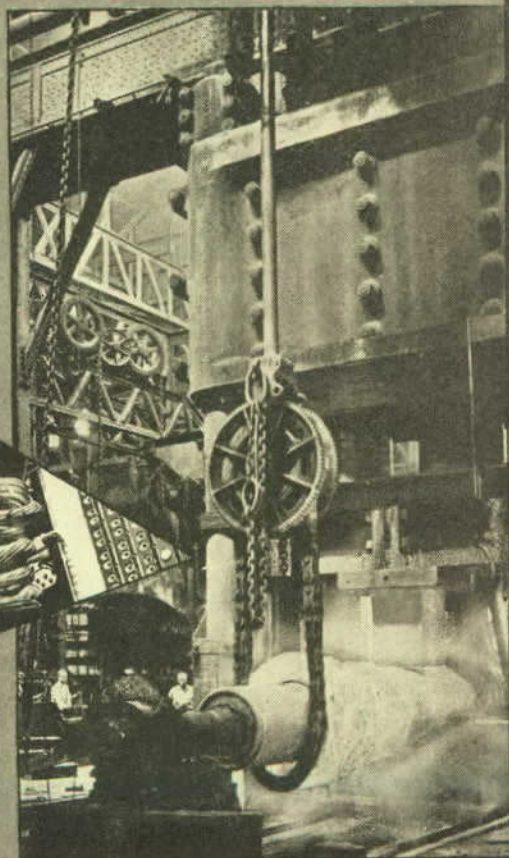
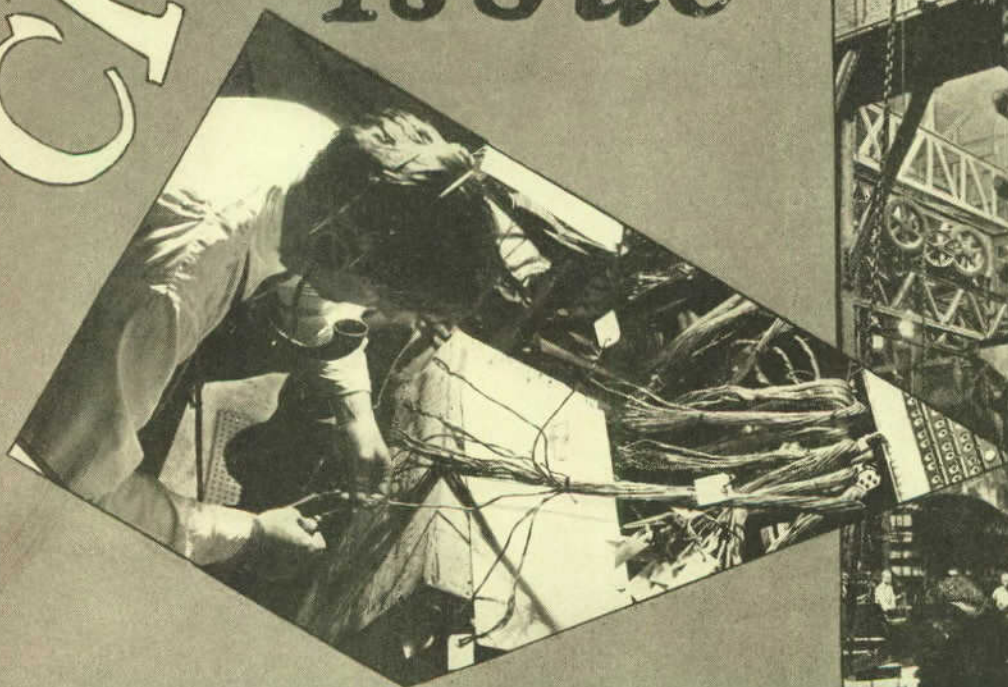
RECORDING • THE • ELECTRICAL • ERA

VOL. XXXVI

WASHINGTON, D. C., JANUARY, 1937

NO. 1

# CRUX of industrial and craft issue



1234-414



# No Lapsed Life Insurance in 1937



## A Good New Year's Resolution

Lapsed life insurance is "bad business" for everyone concerned—the insured, his beneficiaries, the agent, and the company itself. It is wasted money, for everybody.

One of the life insurance journals (Insurance Field) expresses it this way:

### "WHAT IS A LAPSE?"

"When a policyholder lapses a policy, he lapses his hopes, his plans, his economic welfare and his best assurance of financial happiness.

"He lapses schoolbooks and warm clothes and stout shoes and slices of hot buttered toast and big glasses of milk for growing children.

"He lapses four years at college and a fair start in life for his children.

"He lapses a home for the widow.

"He lapses the companionship of the mother and the children, the richest boon life offers.

"He lapses an old man's food and lodging.

"He lapses his insurability, for you buy life insurance with good health and only pay for it with money."

In 1937—No lapses



**Union Cooperative Insurance Association**  
(A legal reserve life insurance company)

1200 Fifteenth Street, N. W.

Washington, D. C.

OFFICIAL ORGAN OF THE  
**INTERNATIONAL  
ELECTRICAL WORKERS AND OPERATORS**

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**Magazine Chat**

If a man cannot quit bad habits on December 21, it is not likely he can quit them on December 31. There is no magic in the calendar. And yet the new year brings an opportunity for inventory which is not unwelcome to the union or to this publication.

Nineteen thirty-six has been a busy year. It has brought crowded days and crowded months, and it has brought a crowded publication. We can remember no year during the last 10 in which good articles, both from our correspondents and our able contributors, have flowed so regularly and so freely. Our problem has been, not so much "What shall we put into the Journal?" as "What shall we leave out of the Journal?"

We believe too that this publication has made new friends during this turbulent year. Following its ideal of dispassionate thinking, passionate inquiry, and a true regard of facts and their right relation, it has not lost itself in fummy attacks on persons nor in ephemeral questions. It has fought to play a man's part, so to speak, in the affairs of the labor world and make a true contribution to any struggle in changing concepts, changing standards, and new ideas.

Requests for this publication have increased from subscribers outside the immediate organization and in foreign countries. It has been quoted more widely than ever. It has not lost its balance, however, knowing there are so many areas still to be won and so many new goals to be reached before it can attain to that standard of excellence to which it has set its aim.

It might be better if we did not say these things about our favorite child, but occasionally it is good to take stock of ourselves. The New Year of 1937 promises to present as many complexities as the old year, and probably more. We shall be so busy facing the tangled skein of practical problems that we shall not have time to preen ourselves or to sit back and appreciate after the manner of the egoist.

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Underwood and Underwood

## A Man Rides Up Pennsylvania Avenue

A man rides up Pennsylvania Avenue  
*(But he moves across the pages of history, also  
 Into the vision of a world.)*

He is a simple man.  
*(But he holds the hopes of millions  
 In his cordial hands.  
 He partakes of their bitter bread and tears.  
 Within his eyes, their dreams are lurking.)*

He is a kindly man.  
*(Somehow those who see most clearly  
 The awful realities of the world, with fearless heart,  
 Can laugh most graciously.)*

He is a figure, tall and proud.  
*(How is it, may I ask, can this aristocrat  
 Walk so within the hearts of toilers?  
 How is it, can this proud man  
 Move so in tune with pedestrians?  
 Why, Why? May I ask,  
 Can he know them, and be known by them?)*

He is human.  
*(Yes, secret of the truly great, my brother!  
 There are no barriers between hearts  
 Which keep themselves simple, kindly, proud and human.)*

A man rides up Pennsylvania Avenue  
*(In a glow, he rides, and in a dream.  
 Into the hearts and minds of millions.)*





# THE JOURNAL OF ELECTRICAL WORKERS & OPERATORS

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NO. 1

## Hitherto Unconsidered Matters in Dispute

### I. Stating the Issue

TOSS a coin into the air and it comes down heads or tails. The reverse is true of the question now agitating American labor. View it from whatever angle one may, it has but one face. If a union is built up on the industrial principle, there still remains the problem as to the relationship of unskilled, semi-skilled, and skilled workers within an organization. Build a union upon the craft principle and the same problem presents itself, that is, the relationship of skilled workers to semi-skilled and unskilled.

In the present controversy, no proposal for organizing the mass production industries has taken into consideration the aims, aspirations and problems of the skilled workers. It is only to a degree true to declare that the unskilled, the semi-skilled and skilled workers in any given industry have the same economic status, the same technical status and the same problems.

The crux of the issue therefore as between industrial unions and craft unions turns upon the question as to what relationship skilled workers shall have to unskilled.

In the automobile industry close estimates place the skilled worker at 15 per cent of the approximately 450,000 employees. The other 85 per cent are divided into varying degrees of accomplishment, scaling down to jobs that can be learned within a week or two weeks.

In the Tennessee Valley Authority, which is a combination construction and production job, the proportion of skilled runs 45 per cent, and the other 55 per cent are divided as between semi-skilled and unskilled. It is useless to contend that industrial democracy is accomplished merely by forming the unskilled into an organization and then forcing the techniques and economic aims of these workers upon the skilled, any more than industrial democracy is accomplished by the creation of a union of skilled workers that does not permit the entrance of semi-skilled and unskilled into its organization. The problem, therefore, that lies before American labor is not a problem of policy so much as a problem of administration.

This has been vividly pointed out by the Illinois State Federation of Labor. In the Illinois declaration these remarkable and incisive statements occur:

"It is our opinion that the whole prob-

**Issues as between crafts and industrial unions remains the same no matter from which end it is approached. Must be resolved by old-new approach.**

lem is largely one of administration, of daily effort and work and management. The discussion and conferences by the leaders, the exercise of tolerance and patience, the calm interchange of opinions and views, various possible forms of experimental activities, and in general the closer contact between the leaders of our various organizations within the American Federation of Labor, rather than defiance on one hand and penalties on the other, would lead to workable plans to which all might give wholehearted co-operation."

In short, American labor can vote for industrial democracy but it can not vote as to how industrial democracy can be accomplished in all its complex ways. This must be left to the administrators of the policy.

### II. Automobiles as Laboratory

The automobile industry as a mass production industry can well be viewed in this connection as a laboratory. Here is an industry in which the following experiments have taken place during the last few years:

1. The setting up of a craft union which has closed its doors tightly against the entrance of all other types of labor.
2. The organization of a craft union that has opened its doors to every other worker in the industry.
3. The organization of an industrial union that has kept so close to management that it has been called an outside company union.
4. The organization of a plant union.
5. The organization of company unions.

In short, every type of labor organization has shown itself within the automobile industry and all have made their bid for the workers of this industry, and all have failed to organize this industry. It would seem that the sensible conclusion from these experiments would be that there are some other causes than the form of a union—the character of the union structure—forbidding the successful organization of the automobile industry. One may conclude that it

is due to the fluctuating character of the personnel; due to aggressive and belligerent opposition of management to union organization; due to the character of the automobile industry itself; and due, no doubt, to the inability as yet of any organization to find the formula that can accomplish the organization of the automobile industry.

The automobile industry is in reality a federation of industries. It is not an industry in any real sense—but a collection of industries. In 1934 in motor vehicle manufacture alone, there were approximately 273,000 employees, and in parts and body factories, 145,000 employees. Seventy per cent of these factories were centered in and around Detroit. The major interests controlling this vast and farflung industrial empire were General Motors, Ford and Chrysler. The eight next largest manufacturers controlled only 8.4 per cent of the output. More than any other industry, the automobile industry has attracted great reserves of unemployed men from which can be recruited constantly the diminishing working force. Machinery constantly replaces skill.

The report of the NRA in the automobile industry points out that the use of the photo electric cell in certain operations permits the cell to automatically select and sort a given number of pins, a task which formerly required from 15 to 25 men. By the elimination of wood parts, one body manufacturer closed his entire wood mill, displacing 3,000 men employed in this department.

Another authority is responsible for the statement that one major automobile manufacturer in 1930 produced one car for each 24 men employed. This same manufacturer now produces one car for each 16 men employed. Twenty-one craft unions are in some way involved in the production of motor vehicles, motor parts and bodies. The key tasks in the industry are performed by tool and die makers, pattern makers, hammer men and ding men. Ding men are experts who take dents out of fenders without breaking enamel and paint. These key workers are paid from 20 to 25 per cent higher wages than the semi-skilled and unskilled and they can not be readily replaced by management.

Matthew Smith, president of the Mechanics Education Society of America, the craft union in the automobile industry, is authority for the statement that the automobile industry is not strictly an industry at all. He points out that General Motors makes aeroplane en-



gines, radio and Delco motors as well as automobiles. All of the automobile factories are potential aeroplane and munition plants.

Mr. Smith is also authority for the statement that skill as a commodity in Detroit and other automobile centers is on the increase. Some of the automobile firms are operating apprentice classes for skilled workers. Mr. Smith attributes this growth in the demand for skilled labor principally to the fact that low price cars are now machined to greater speed and accuracy. The 1936 low price car costing \$600 is made to closer limits than \$6,000 custom built car manufactured in 1934.

It is pertinent to this discussion to get Mr. Smith's views not only of the automobile industry but the problem of the unionist. Mr. Smith is an English-born labor man. He has wide experience in the industrial field. His union has been a militant union. He takes the position as he himself says as follows:

"The C. I. O. dispute with the A. F. of L. executive council has stimulated discussion on labor organization but as yet there is no stampede of the workers to join up with any unions. Many workers feel that a large union as Lewis' United Mine Workers is rather ridiculous if it is used for purely collective bargaining on the industrial field. Its numerical strength makes it a political force and as the larger objectives of labor unions are political, naturally, more and more of a big union's activity is centered on this field. It is not just an accident that many powerful labor unions have their headquarters in Washington, D. C. Once a union with limited jurisdiction decides that its future lies in the political arena, the next step is to break down all jurisdictional barriers to membership and take in all who have a vote in city, state or federal elections. The C. I. O. is seen as the first real attempt of the labor unions to use their potential political power. This is the real cleavage between Green and Lewis. One believes that labor unions should restrict themselves to preserving a balance between wages and what they call reasonable returns to industry, while the other has political ideals or ambitions. It is ironical that just when a labor union is strong enough to obtain concessions from the employers, then these concessions become ridiculous when judged from the standpoint of the concessions that could be obtained by using the political strength of the labor unions.

"If our analysis of the situation is correct, then labor unions will have to get a daily press of their own, otherwise their huge numbers will be more or less impotent politically. All this presumes more thought being given to social theory by labor unions and their leaders. To us the burning indignation of John L. Lewis against William Green is just air-conditioning to make the atmosphere right for Lewis' nomination for United States President, in 1940, by an American Labor Party subsidized by the unions now in the C. I. O.

"In the meantime Detroit goes on making automobiles."

### III. Character of Modern Industry

The real conflict as between workers and management in a modern industry like the automobile industry is over a question not only of wages and hours but over the question of technology. Technology is a broad term to describe the techniques of industry and implies the vested interests that management has in blue prints, charts, engineering information, trade secrets and the science of production. The introduction of more and more machinery has given management a greater control of technology. This is the real meaning of disappearance of skills in modern industry. Skill is a form of technology. When a worker has his skill he controls some segment of management practice. He is not the complete creature of management. He approaches more nearly the boss's function. He has something the boss wants—something that the boss must have.

If all the workers in the vast production industry were so equipped, the problem of organization would be much simpler, as would the task of negotiation with management. This skill is usually incorporated into a machine and back somewhere in an office an engineer does the direction of the machine and the worker is merely an adjunct to the machine.

This brings up the question of the kind of industrial relations which we have in a mass production industry. One view might be called the mass pressure view. It rests upon the theory that if you could organize every one of the skillless workers in a given industry and reach them with enough union propaganda so that they could act in harmony, they could bring enough mass force to bear upon management to get higher wages, shorter hours and better working conditions. Unfortunately, industrial relations do not proceed merely upon the questions of hours, wages and working conditions. An infinite number of other matters fall within the purview of industrial relations.

One has merely to turn to the record of the unions upon the railroads during the last 10 years to understand that co-operation or negotiation with management rests upon a series of processes and insights on the part of the workers that are technical rather than purely economic. If it were possible to organize every mass production industry into a harmonious whole, then it would be possible to secure higher wages, shorter hours and better working conditions. But unless this mass of workers were capable of employing the engineering method of sharing the views of management, unless this mass of workers were able to set up processes by which it could pass upon the techniques of industry, that union would be a failure in modern industry.

The craft unions—because they have within their ranks skilled men who have a hold upon management processes—have been able to meet management face to face across the conference table. It is for this reason that numbers of

skilled workers within a given industry do not necessarily measure the force of skilled workers in that industry. In other words, to use a phrase from statistics, the skilled workers in a given industry should be weighted with respect to the unskilled. They may be few in numbers but they are more important in negotiation and even in the use of economic pressure upon management. Any labor man knows these to be facts.

Select any industry and it is possible to find within that industry skilled men who are able to paralyze that industry without the aid of the unskilled. Thus the die and pattern makers in the automobile industry have been able to carry on strikes and win objectives without the aid of the 85 per cent, but the 85 per cent of the unskilled can not carry on such a strike without the skilled. This, we believe, is the proper weighting of the two groups of workers in any given industry and upon this relationship should be based any view of what kind of structure labor should elect in facing the problem of organizing mass production industries, and in carrying on the process of industrial democracy. If the 85 per cent of the unskilled in any given industry should arbitrarily say this is our industry and the 15 per cent of skilled shall do as we wish to do because of the preponderance of votes which we have, they would not succeed because the skilled workers if they chose could secede from the organization, make their own terms with management, or even go over to management and fare better than they could by being obedient to the coercive methods of the majority.

This, therefore, brings us back to our original premise, namely, that the whole issue now before American labor turns upon the question of what shall be the proper relationship between skilled and unskilled workers, and this issue must be settled in terms of two great motives, namely, what will the individual worker get out of the organization, and what can that organization contribute to industrial society in general?

### IV. Technical Issues Involved

In the main then a labor organization has two functions to perform for its members:

- a. To get higher wages, shorter hours, and better working conditions.
- b. To contribute to the techniques of any given industry.

In the main mass action or industrial pressure can secure better wages, shorter hours and better working conditions. But even here the experience of the last 50 years has produced techniques that are not at all pressure techniques. Organized labor has resorted more and more to the conference table, the presentation of facts and evidence, the use of prepared briefs, and the art of persuasion to win its economic aims than it has resorted to the strike theory. Most of the strikes that have been carried on have been carried on for the recognition of organization and not for economic reasons. In short, even here the methods of the craft and possession of skills and



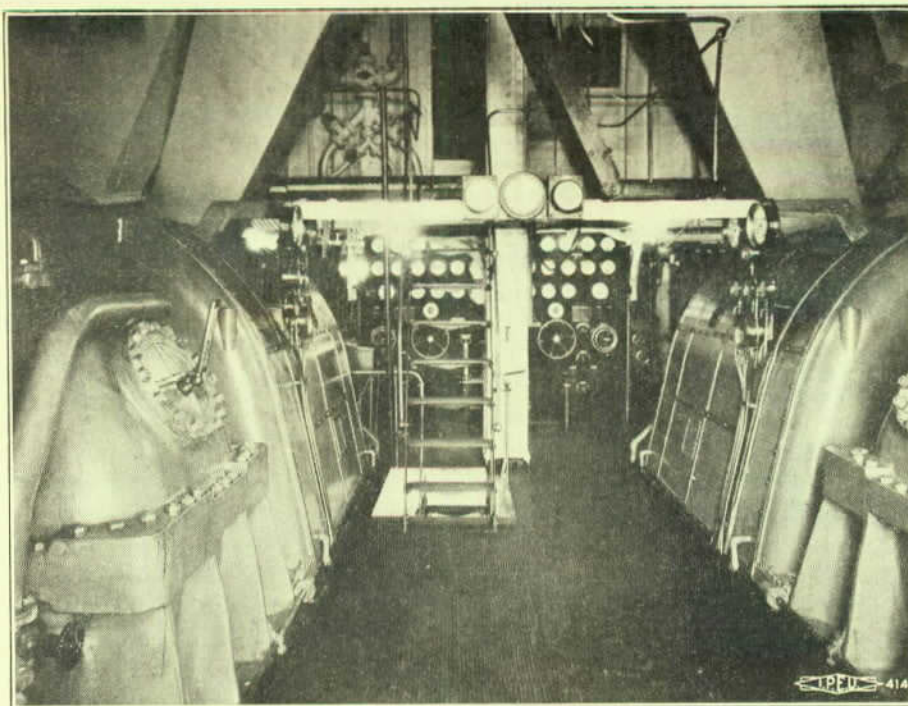
management processes in the hands of the workers have superseded mere force and mere economic pressure. It is unthinkable that labor should wish to turn back the clock of progress toward ushering in an era where merely the biggest club is to determine the issue—except in times of real emergency. It should seem, therefore, that that industry is fortunate that has within its ranks a goodly body of skilled men who are capable of speaking for the mass of workers in terms of management techniques. The finest example of this has been on the American railroads. Unskilled workers should recognize these facts. Skilled workers may well recognize the fact that the larger aims of the labor movement are to disperse widely the benefits derived from organization. Skill enables a man to achieve a favorable position in industry. It does not apparently mean that he should not wish to extend to his less favored fellow worker the benefits of that skill.

### V. Jobs in Modern Industry

No one has adequately examined industry to discern its real character. There is probably more skill and more science left in even mass production industries than might be supposed. The electrical industry for instance is demanding more and more knowledge on the part of its workers, except in certain manufacturing branches, than it formerly did. The switchboard operator in the power field, for instance, may be ranked with the grade of a junior engineer.

Walter Polakov, in his book "The Power Age," describes the difference between modern and handicraft industry.

"Visit a large power plant. The fireman who stokes 2,000 lbs. of coal per hour into the blazing furnace door and fishes out the huge, white-hot clinkers with a long, heavy iron hook, is no more. The coal passer wheeling in coal from the yard is gone. The coal is unloaded and evenly deposited in the bunkers by a man in an observation cabin, who manipulates switches and levers, and with uncanny precision does the back-breaking job of yore (only yesterday, to be sure!). He unloads and transports from the river bank to the boiler room two tons or more a minute, with less physical exertion than was needed to handle one hundredth part of the load by the old methods. The old-fashioned fireman is transformed into a combus-



On a modern electric liner. How different this stoking room is from the floating hells of 50 years ago.

tion engineer, who burns 100,000 lbs. of finely pulverized coal per hour under the boiler by manipulating electric switches and pushing remote control buttons, when and as the indications of the dials on his instrument panels signal him. He observes the chemical composition of gases, he watches the rise and fall of temperatures in various parts of the furnace and boiler, he regulates the flow of air and of water, he adjusts the mixture of coal and air—all by vigilant attention to his instruments, by correct interpretation of the meaning of every change in the position of the pointers and chart readings, and by quick adjustment, by a touch of this or that control. The necessary conditions are not established by rule-of-thumb, nor sanctioned by a tradition of the trade, but standardized after thorough scientific tests and research."

This alone implies that mere mass economic pressure can not be expected to carry a labor union very far even in mass production industries. The set-up must be far more subtle and far more intellectualized.

### VI. Functions in Modern Industry

So long as there are skilled functions in industry one may expect to see workers gravitate around that function into a craft. Their problems will be different, their techniques will be different, they will have a stronger bond of cohesion than mere mass production workers. It will make no difference whether by an allusion of terms these functions, which have been called craft functions, be called something else under the industrial union form or not. Terms make no difference. Take the building trades. There are 18 separate functions that go into the making of a piece of

construction. These are real functions—not fictitious functions. If the industrial union idea were carried into the building field and if we had a building trades industrial union, the crafts composing this organization would necessarily be still distinct and be divided into departments. Merely to call them a department does not change the function nor the relationship of each respective function to the construction job. To many naive minds changing a term does change a situation, but to reflective people terms do not change situations. The situation must change per se.

All of this analysis merely leads us back to our major premise that the principal issue now before American labor is the question as to the relationship of skilled, the semi-skilled and unskilled workers. Terminology does not solve this problem. It is certainly not solved by lumping all the workers in any given industry together. What is needed is a technique—a working formula of co-operation. In other words, the problem as stated is a problem of administration.

### VII. Principle of Co-operation

The formula for co-operation among craft unions is federation. This is worked out perfectly on the railroads and in other industries, though in the building trades field the federation has not always proved to be a complete success. Whether this is due to the structure of the federation or to other causes does not here concern us. Industrial unionism might be defined as a new proposal for federation including within the federation groups of semi-skilled and unskilled workers. Craftsmen could easily be made to accept semi-skilled and unskilled workers as they do by calling them apprentices and helpers.

Federations must be adapted to the peculiar character of the industry in which they are to be applied. Industries differ widely. Certainly the textile industry as presently organized in the so-called industrial union is nothing more nor less than a loose federation of organized groups of varying degrees of skill. It has been pointed out frequently during the present controversy that the Ladies Garment Workers union, a so-called industrial union, is in reality a craft union; the International Brotherhood of Electrical Workers, a so-called craft union, is semi-industrial. The in-

(Continued on page 37)



# Labor Bill Dwindles More and More

**G**RUMBLINGS on the part of industry against the new national social security program, having subsided for a while after Congress had enacted it into law, are again becoming audible. Now that the time has come to start paying, a few last protests rise feebly to our ears.

Just why industry should raise such a squawk over the matter (when it is commonly admitted that it expects to pass its contributions to federal old age and unemployment insurance funds back to its customers in the form of higher prices) remains a mystery to us. Actually it is Willie the Worker, Willie the Consumer and Willie the Taxpayer who will bear the brunt of the burden. And they are all pretty much the same Willie.

We suspect that the real reason for industry's objections is not the cost at all, but rather a fear of losing its whip-hand over labor, once the ancient specters of unemployment, superannuation and similar disasters are removed from the horizon. For even in industries in which 50 per cent of the total output goes to labor in the form of payrolls, the combined old age and unemployment insurance taxes which must be paid, starting January 1, 1937, will amount to only 1½ cents per dollar of the output!

And when we learn that in many of our leading industries the returns for labor amount to only four or five per cent of the total, we wonder indeed. Even in the vast automobile industry labor costs are equivalent to only 10 per cent of the value of the trucks and cars produced.

## Bankers Do Research

Recently there came to our attention a little circular put out by Weingarten & Company, a New York investment banking house. In the interest of its clients Weingarten & Company observes that industries which must pay a relatively high percentage of their total costs for wages will be more seriously handicapped by the new 3 per cent tax on payrolls than industries which spend but a small proportion of total costs for wages and a larger proportion for materials and upkeep on equipment.

Through implication the firm suggests that hereafter the wise investor will put his money into industries which require relatively small expenditures for labor and the wise industry will endeavor to squeeze down the proportion of labor costs to total output, if they would protect themselves from the ravages of the social security program.

The concern helpfully presents its clients with the following table, showing what percentage of the output for leading industries actually goes to the wage earners manufacturing the products or producing the service involved.

**Mass production under machine technique reduces man power costs to trifling items. Why should industry complain? Social Security reveals facts.**

	Labor Cost (Per cent)
Sugar refining	3.8
Copper mining	3.9
Dairy products	4.5
Smelting and refining	5.6
Meat packing	6.2
Cigarettes	6.2
Petroleum	6.5
Chemicals (general)	9.9
Automobile manufacturing	10.0
Can manufacturing	12.5
Tires	15.5
Department stores	17.8
Automobile accessories	20.0
Iron and steel products (averaged)	21.0
Agricultural implements	22.7
Railroad equipment—locomotives	25.3
Railroad equipment—cars	25.6
Railroads	50.2

"Now it is obvious," advises Weingarten & Company, "that rising volume can operate to reduce these percentages and in addition labor-saving devices and improved mechanical production facilities (see cigarettes, above) can also bring about substantial reductions. . . ."

The foregoing table indicates the industries that proportionately will have less difficulty in absorbing present and future social security taxes on payrolls."

## Wages Take Big Drop

So intrigued were we to note that half of the industries listed had labor cost ratios of 10 per cent or less that we lifted down from the shelf and dusted off a copy of the Statistical Abstract of the United States for 1935 (the latest available), sharpened up our pencils and set about doing a little computation and cogitation.

The Statistical Abstract is a handy little volume which contains in compact form practically all of the most commonly used figures compiled by the government. In it we busily looked up all the industries mentioned in Weingarten & Company's letter. Carefully we noted down (1) the average number of wage earners in the industry and (2) the total sum of wages paid out by the industry.

Very laboriously, then, we set to and divided the total wages by the total number of employees for each industry, thus obtaining the average annual earnings of the workers. We did this for two years, 1929 and 1933, in order to get some idea of the range within which average earnings fell in good and bad years.

Below is the result of our most diligent efforts. We cordially invite your inspection.

	Average Yearly Earnings	
	1929	1933
Sugar refining	\$1,283	\$1,065
Copper mining	1,645	—
Smelting and refining	1,566	933
Meat packing	1,354	992
Cigarettes	870	614
Petroleum (refining)	1,628	1,300
Chemicals (general)	1,290	964
Automobile manufacturing	1,622	1,060
Can manufacturing (and other tinware)	1,212	972
Tires	1,526	1,033
Department stores	1,280	1,061
Motor vehicle bodies and parts	1,655	1,018
Iron and steel products (other than crude)	1,409	867
Agricultural implements	1,415	882
Railroad equipment—locomotives	1,629	785
Railroad equipment—cars	1,584	1,031
Railroad transportation	1,744	1,445

A few of the industries stumped us, notably "Copper mining," first, because the figures we found for copper mining indicated a labor cost more in the neighborhood of 50 per cent of the total value of copper produced than the meager 3.9 per cent claimed by Weingarten & Company; and second, because there weren't any figures for 1933 anyway.

"Dairy products" also bothered us for a while, because we couldn't



MAN POWER DWINDLES, BUT HUMAN VALUES MUST NOT DWINDLE

(Continued on page 37)



# Note of Unity Strongly Stressed

IT is a matter of common knowledge that the electrical industry is broken into non-co-operative units. What co-operation there is may be described as cash co-operation, that is, minimum necessary for carrying on the business of the industry. There is the telephone section and utility section, the manufacturing section, the wholesaling section, the jobbing section, the contracting section and labor.

Sporadic efforts have been made to bring about industry co-operation in contrast to cash co-operation. At times success seems certain but has been headed off usually by powerful selfish interests who believe they can achieve more due to their preferred position by separating the units rather than building a federation of co-operation. This has been changed somewhat this past year by action of the International Brotherhood of Electrical Workers, in co-operation with manufacturers. These manufacturers have elected to deal 100 per cent with the union. This means that jobbers, wholesalers and electrical contractors who wish to purchase union-made materials for wiring installations can secure them. A surprising friendly response to this situation has been registered throughout the United States. Voluntary co-operation within this section has been most gratifying, it is reported by Dan W. Tracy, president of the International Brotherhood of Electrical Workers.

The list of co-operating manufacturers is:

## Conduit Fittings

Arrow Conduit Fitting Co., 419 Lafayette, New York City.

## Switchboard Shops

Automatic Switch Co., 154 Grand St., New York City.

Cole Electric Products Co., 4300 Crescent St., Long Island City, N. Y.

Empire Switchboard Co., 28th St. and 4th Ave., Brooklyn, N. Y.

I. T. Friedman Co., 53 Mercer St., New York City.

Federal Electric Products Co., 14 Ave. L, Newark, N. J.

Lexington Electric Products Co., 103 Park Ave., New York City.

Metropolitan Electric Mfg. Co., East Ave., Long Island City, N. Y.

Royal Switchboard Co., 130 West 3rd St., New York City.

Standard Switchboard Co., 134 Noll St., Brooklyn, N. Y.

## Signal Appliance Shops

Auth Electrical Specialty Co., 422 East 53rd St., New York City.

L. J. Loeffler, Inc., 317 West 40th St., New York City.

Stanley & Patterson, 150 Varick St., New York City.

## Wire and Cable Shops

Circle Wire & Cable Corp., Woodward & Flushing Aves., Brooklyn, N. Y.

**Something new in electrical industry achieved by organization of wire manufactures. Clear line of unity between all sections of industry.**

Standard Electric Equipment Co., 3030 Northern Blvd., Long Island City, New York.

Triangle Conduit & Cable Co., Dry Harbor Road and Cooper Ave., Brooklyn, N. Y.

## Concrete Boxes and All Types of Outlet Boxes

Knight Electric Specialty Co., Morton St., Brooklyn.

## Miscellaneous

Brenk Electric Co., 549 Fulton St., Chicago.

Chicago Switchboard Mfg. Co., 426 S. Clinton St., Chicago.

Cregier Elec. Mfg. Co., 609 W. Lake St., Chicago.

Electric Steel Box & Mfg. Co., 500 S. Throop St., Chicago.

Reuben A. Erickson, 3645 Elston Ave., Chicago.

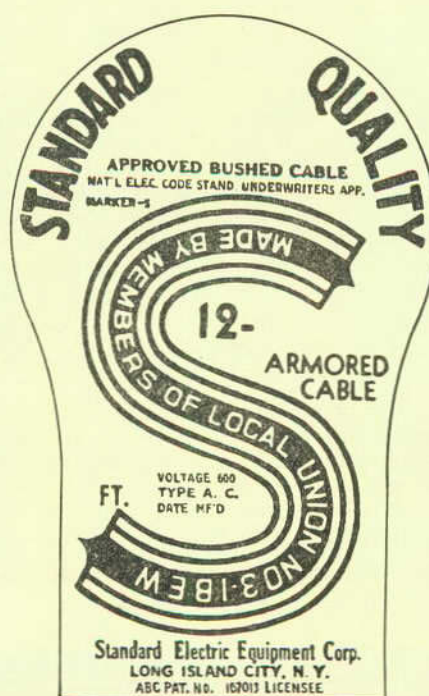
Hub Electric Co., 2225 Grand Ave., Chicago.

Major Equipment Co., 4603 Fullerton Ave., Chicago.

Gus Berthold Electric Co., 551 W. Monroe St., Chicago.

Marquette Electric Co., 311 N. Des-Plaines St., Chicago.

C. J. Peterson & Co., 725 W. Fulton St., Chicago.



TYPE OF LABEL

Switchboard App. Co., 2305 W. Erie St., Chicago.

The epic story of organization which began two years ago began in discouragement. Take New York City for example. The New York Local of the International Brotherhood of Electrical Workers had literally thousands of its men out of work. The field of commercial construction was flat. The hope of recovering a billion dollar market for electrical construction appeared slim. At the same time employees in manufacturing establishments were restless. Their wages had been raised somewhat by the coming of NRA, but when NRA disappeared these wages fell sharply. Men in the manufacturing field were making as little as \$11 and \$12 a week. In order to make this starvation wage they were working 49 1/2 hours a week.

Local No. 3, under the leadership of Harry Van Arsdale, business manager, and Gerald Duffy, special business agent assigned to the manufacturing field, made a survey of the manufacturing branch of the industry and decided that every effort must be made to expand the force of the union into this source area of the industry. It was not smooth sailing. The developing story reveals that some of the manufacturers were averse to organization and the old enemies of organized labor, headed by Walter Gordon Merritt, sought by threats against employers and by legal technicalities to head off organization.

The leaders in the organization movement called upon volunteers within the union. Circulars were distributed to the shops morning and evening and organization meetings were held. Shop committees were selected to carry on the organization work within the plants. Educational work was not neglected. Employees' problems were frankly discussed. As the great organization drive developed, employers fell into line and some of them cordially received union representatives. Agreements were negotiated and signed. The first signed agreement occurred March 21, 1934, in the face of a company union plan launched by the Merritt crowd. This signed agreement called for closed shop and 36-hour week, time and a half for overtime, a shop steward in each shop, a joint conference committee and a wage scale that gave foremen \$1.05 an hour, journeymen 90 cents an hour, helpers 60 cents an hour. This wage schedule represented a 35 per cent blanket increase for the majority of workers. Since the signing of the first agreement, the schedule of raises has been further advanced so that the scale now reads \$1.37 1/2 for foremen, \$1.10 for journeymen, 77 cents for advanced helpers and 55 cents for first year helpers.

Commenting upon the meaning of this great advance of the union into the manufacturing field, Mr. Duffy has this to say:

(Continued on page 37)



# Down, Down Goes Job Opportunity

By Electrical Workers Journal's Housing Authority

[Editor's Note: Here is a valuable contribution to the literature of construction economics. For the first time, the 1936-37 trend in construction is described in terms of dollars and cents, and labor. Moreover this article adds up to make an excellent contribution to literature of the new technology. Read it. It affects your bread and butter.]

WITH an upswing in residential building forecast for 1937 the building trades worker sees new hope in the dawn of the new year. But the dawn does not light a cloudless sky. The depression, and technology, have left their mark and the result is this: as in factory employment, the machine has progressed, the human element has been displaced. An analysis of statistics from many sources reveals that during the last 10 years there has been a very significant drop in the man-hours of building craftsmen on the job, in comparison with the cost of materials delivered at the job. In 1927, authorities estimated that the average residential building job paid labor directly engaged in its erection, at least as much in dollars for wages as it did for materials delivered at the site and used in its construction. The ratio was about 50-50, and if the balance tipped at all it was in the direction of labor.

In 1937, it is evident, when job-labor and materials-delivered split the construction dollar, labor will get only about 35 cents of it.

The dollar value of construction will have to greatly surpass that of 1927 before an equal amount of work for building craftsmen is developed, as was done in that year.

There are two principal reasons why the share of materials in the building dollar has gained, while that of wages on the job has been reduced. One is the increased use of machinery on the job and prefabrication in the factory, ranging through such items as steam-shovel excavation, ready-mixed concrete, ready-made mill work, simplified heating and plumbing, that cut down the amount of labor necessary on the job. The other is the desire of the home buyer for the luxury items such as the automatic heating plant, electrical conveniences, insulation, and other expensive equipment, which load down the materials side of the ledger without adding a proportionate share for labor on the job.

The statistical record of labor vs. material costs on residential construction is far from complete. Many general contractors, who let sub-contracts calling for both labor and materials to be furnished by the sub-contractor, do not know what proportion of the money spent goes into payrolls of men on the job. In other records, the wages of the men are carefully sifted out but the contractor's profit is lumped in with the material bills in a way that defies an-

## Trend in building is toward fewer dollars spent on labor, and more on materials.

alysis. However, we have evidence enough to show the trend clearly, and we present it herewith. If, as it is forecast, residential building volume doubles its 1936 total this year, we are going to see a redoubled volume of accusations against building crafts—that their high wages, galling restrictions, and an alleged shortage of skilled workers, are the main reason why every family cannot buy its own home. We are going to show the other side of the picture.

In 1927, a year of great building activity, Arthur C. Holden, Henry Wright, and Clarence S. Stein, former chairman of the New York State Commission on housing and regional planning—all recognized authorities in the construction field—published a digest of labor costs in the building trades as related to the cost of dwellings to home owners. On the basis of the completed house, with its land, selling costs, profits and every other item the home buyer's dollar paid for, they showed the following division:

### Apportionment of the Construction Dollar in 1927

	Cents or Per cent
To land and its improvements.....	21½
To promoters and financiers.....	27
To materials delivered at job (including transportation, labor at shop and mill, shop profit and overhead, cost of raw materials).....	25
To labor at job.....	26½

Their quarrel at that time was against the high cost of financing, one which may again be opened to attack. But for the purpose of this study we will note merely that they found that more than half of the dollar that was split between materials and builders' wages, was going to wages. The following index was therefore established for the period of 1927:

	Per cent
Materials delivered at job.....	48
Wages of men on job.....	52

In 1928 the Bureau of Labor statistics made a study of the relative cost of material and labor in building construction in three cities—Washington, D. C., Cincinnati, Ohio, and Decatur, Ill. Their findings were summarized as follows:

### Per Cent Cost of Labor and Materials in 1928

	Materials	Labor
Residential buildings.....	54.0	46.0
Non-residential buildings.....	61.7	38.3
Total, weighted.....	58.1	41.8

In a survey based on the 1929 business of 30,597 general contractors in building construction, both residential and non-residential, the United States Summary Census of Construction showed practically the same percentage with a slight shift toward material costs again. According to the analysis of H. E. Foreman, statistical editor of the Cleveland Constructor,

"Considering only expenditures for wages paid and the cost of materials as 100 per cent, and examining the relationship of one to the other, we find wages equal to 41.7 per cent and materials to 58.3 per cent."

Making a more extensive survey in 1931 and 1932, covering 15 cities with samples of typical residential and non-residential building, the Bureau of Labor Statistics showed a much accelerated trend toward decrease of labor's share, particularly in residential building. This was due at least partly, we surmise, to cutting of wages at a time when building workers were fighting hard to keep the wolf from the door. The bureau found that on residential buildings the proportion paid for materials ranged from an average of 74 per cent in Dallas, Texas, to 57.5 in Seattle, Wash. Their average for the 15 cities was as follows:

### Per Cent Cost of Labor and Materials in 1932

	Materials	Labor
Residential buildings.....	62.7	37.3
Non-residential buildings.....	64.3	35.7
Total, weighted.....	63.6	36.4

That this pronounced dwindling in the share received by labor on the job was due in considerable part to wage-cutting and chiseling is indicated by the material and labor costs published, also by the Bureau of Labor Statistics, of one large apartment project built in 1933-1934, Knickerbocker Village, in New York City, a slum-clearance project financed by the Reconstruction Finance Corporation. The wage scale here ranged from 50 to 88 cents per hour paid for two classes of common labor, to \$1.62 per hour for structural steel workers. (Average hourly earnings.) On this one project the score was as follows: Materials: 56.7 per cent—Labor: 43.3 per cent.

The year 1936 found the wage structure stiffening as construction volume increased and skilled workers were in demand. Material prices also scored a gain. In addition, factories and mill-work plants had increased the amount of pre-fabrication of materials so that labor on the job was decreased; and the machine, as exemplified by ready-mixed concrete and the steam shovel, had found its way even to the site of the small residence. The consumer demand for automatic heating devices, handsome plumbing fixtures, and installed electrical conveniences as parts of the orig-



inal cost of the house, also weighted the materials side of the balance.

This extended even into the very moderate priced house field. One Washington residential builder who operates on contract only, gave us cost breakdowns on two of his 1936 jobs, both of which were priced, not including site, at less than \$6,000. One of these showed: Materials, \$3,168, or 65.8 per cent; Labor, \$1,650, or 34.2 per cent. The other paid for materials, \$3,131, or 66.0 per cent against \$1,615, or 34.0 per cent for labor on the job. One item of \$47.40 for the hire of excavating machinery, on the second job, was not allocated either to labor or materials.

Called by the Architectural Forum "the most detailed and accurate analysis that had ever been released of a small house," Purdue University's Housing research project also furnishes a complete breakdown of material and labor costs on a group of five houses specifically designed to cost less than \$5,000 and built at Purdue with the particular object of studying building costs. Construction cost summaries on two of the houses were published in the December, 1936, number of Architectural Forum. The study of the relation between materials and labor costs is said to be most careful, and "the care taken in hiring timekeepers to record material costs and work hours paid its first dividend when, from its figures, the project was able to state that the general supposition that construction costs of a house can be equally divided between labor and materials is erroneous."

**Purdue Housing Research Project Costs  
—1936—House No. 1**

	Materials	Labor
Dollars .....	\$2,939.00	\$1,491.65
Per cent .....	66.3	33.7

**Purdue Housing Research Project—  
1936—House No. 4**

	Materials	Labor
Dollars .....	\$3,263.85	\$1,271.00
Per cent .....	72.0	28.0

House No. 1 was constructed of wood frame and stucco with inside wall and ceiling finish of plywood. Floors were of linoleum or hardwood blocks. Among significant items which show why material costs are increasing and labor on the job losing out are: Insulation: labor, \$18.75; materials, \$70.70—linoleum: labor, \$1.85; materials, \$36.25—millwork: labor, \$169.55; materials, \$836.55, of which \$200.75 represents ready made cabinets which were installed at a labor cost of \$13.85.

House No. 4, which shows a percentage for labor on the job of only 28 per cent against 72 per cent for materials, has walls and roof of prefabricated steel panels. Wall panels cost \$932.30, were erected at a labor cost of \$218.55; roof panels cost \$429.70 and were put in place at a cost of \$71.35 for wages.

Electrical work on House No. 1 cost \$77.25 for materials, \$30.75 for wages. On House No. 4 the electricians got a



CRAFT HAS NOT DWINDLED, BUT JOB OPPORTUNITY HAS

larger share, with \$55.80 for materials and \$62.50 for wages.

House No. 1, at a general contract price of \$4,852.45, cost 38 cents per cubic foot, was erected in 96 working days. House No. 4, at a contract price of \$4,992, cost 36 cents a cubic foot, was built in 75 working days, but apparently will require further expenditure for insulation in order to make it liveable.

The Purdue project furnishes a marked example of the use of prefabricated materials to reduce labor costs. In contrast to this architectural insistence on factory-ized building, we have a different sort of a project in the District of Columbia—houses built of brick, with plastered interior walls, built according to the highest standards of construction because they are intended to keep their usefulness for 60 years or more. These are the Alley Dwelling Authority's new low-rent houses, called "the lowest-cost good housing that can be provided" under the provisions of the

D. C. building code. The project was described in the October, 1936, Journal of Electrical Workers.

This group of row houses furnishes a good comparison with the Purdue experimental building. Traditional materials are used—brick, lumber, plaster, sand, cement, fabricated at the site by skilled building craftsmen, each of whom received the union rate of pay for his particular trade. Each dwelling consists of four rooms with bath, but no basement, and to eliminate expense, heating is by stoves, thus relieving the materials side of the ledger of the heavy item of the heating plant. The houses have a good wiring job with good quality lighting fixtures, wall switches and convenience outlets, but no other electrical conveniences were included in the cost. In Unit A (six houses) heating stoves only were furnished. In Unit B (six houses) ranges and other kitchen equipment to the value of \$163.34 was added

(Continued on page 35)



# Planning and Control Plague Solons

**W**HEN Congress gets to work following the Presidential inaugural on January 20, it will face a long agenda of proposed new laws. What is plaguing Congressmen more than any other problem is how to draw laws looking toward control without again running into conflict with the Supreme Court. To Washington this is regarded as the major problem of the coming important session.

At a conference held late in December by the Secretary of Labor with heads of labor unions, laws most frequently mentioned were those looking toward control and planning. These laws included the setting up of

**New Congress seeks way to implement new laws. Court stands in way. A. F. of L. has long agenda.**

An advisory economic council.  
Full and unconditional freedom of collective bargaining.  
Elimination of child labor.  
The 30-hour week and the 6-hour day.  
The O'Mahoney Bill licensing corporations.

Housing reform.  
Revision of the Walsh-Healey Act.  
Elimination of unemployment.  
A permanent public works commission.  
Modified NRA laws.

Because all of this needed legislation may be regarded as control legislation, they naturally suggest what is to be done about the usurpation of legislative power by the Supreme Court. In addition to this program of important activities, the American Federation of Labor passed more than 100 resolutions at the Tampa convention which look toward action by the United States Congress.

## OUTLINE OF 1936

### A. F. of L. Convention Legislative Program

Note: Adopted = Resolution concurred in.

Ex. Coun. = Referred to executive council for study and appropriate action.

Resolution	Action Taken
<b>Fair Labor Conditions</b> (includes Wagner Labor Relations act, company unions, federal licensing of corporations and anti-trust laws).	
No. 10. Favor federal legislation to penalize private employment agencies acting as strike-breaking units or indulging in other unfair practices	Adopted
No. 25. Favor legislation outlawing company unions	Ex. Coun.
No. 29. Propose legislation requiring that commodities shipped in interstate commerce bear location of manufacture as well name of manufacturer	Ex. Coun.
No. 66. Amend O'Mahoney Bill for federal licensing of corporations engaged in interstate commerce to include greater protection to the rights of labor.	
---Co-operation with Sen. O'Mahoney recommended	
No. 94. Prohibit banks and insurance companies from financing business enterprises which violate the Wagner Labor Act or impose unfair conditions of employment.	Ex. Coun.
No. 97. Urge Congress to appropriate funds for the administration of the Walsh-Healey Bill, which requires that government contracts be let only where minimum standards of employment exist. Establish regional offices under Dept. of Labor for administration of law and appoint workers' representatives to their staffs.	Adopted
No. 99. Require that all creditors of the RFC and the Federal Reserve Board comply with Wagner Labor Relations Act and appoint labor representatives to RFC and FRB	Adopted
No. 154. Protect labor organizations from application of anti-trust laws	Adopted
No. 218. Condemn Russell-Kramer Sedition Bill and similar bills curtailing the rights of free speech, free assemblage and free thought	Ex. Coun.

### Constitutional Amendments

#### (A) Amendment to provide for congressional social legislation or to curb powers of the Supreme Court.

No. 76. Urge Congress to restrict the powers of the Supreme Court to prevent usurpation of its legislative function	Ex. Coun.
No. 78. Pass amendment for social legislation or have progressive states adopt quarantines preventing importation of products from other states where labor is unfairly exploited	Ex. Coun.

### Resolution

### Action Taken

No. 187. Introduce in Congress a constitutional amendment permitting social and labor legislation	Ex. Coun.
No. 202. Curb usurpation of power by Supreme Court and assert congressional right to pass social and labor legislation	Ex. Coun.
No. 252. Support constitutional amendment to end usurpation of congressional power by Supreme Court regarding labor and social legislation	Ex. Coun.

### (B) Child Labor

No. 96. Seek adoption of Child Labor Amendment in 24 states where not yet ratified	Adopted
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### (C) Vote for District of Columbia

No. 112. Amend Constitution to provide vote for residents of the District of Columbia	Adopted
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### Wages

No. 95. Enact legislation requiring that prevailing wage rate be paid on all work financed in whole or in part by the federal government	Adopted
No. 104. Obtain prevailing wages for engineering employees on PWA projects; condemn use of federal funds for wages not conforming with laws of Congress	Adopted
No. 182. Stipulate that union wages be paid on all government public works projects	Adopted
No. 203. Favor minimum wage standards of at least \$93.50 per month for WPA white collar workers	Ex. Coun.
No. 229. Urge prevailing wage rates for all WPA workers	Adopted

### Hours of Employment

No. 75. Continue PWA, WPA, CCC and similar work relief programs until national adoption of 30-hour week or some other policy for re-employment	Adopted
No. 89. Endorse Black-Connery Bill for 30-hour week	Adopted
No. 206. Establish 8-hour day for hospital employees in all federal, state and municipal institutions	Adopted

### Relief, WPA, PWA, CCC, RA, Etc.

No. 128. Establish an examination board for skilled workers under WPA	Adopted
No. 130. Continue Resettlement Administration as permanent agency	Adopted
No. 190. Provide pay for lost time for WPA workers	Adopted
No. 224. Resume direct federal relief grants to states and eliminate Means Test as a condition of relief	Adopted
No. 225. Secure union recognition for white collar WPA workers	Adopted





ABLAZE AT NIGHT WHILE SOLONS GRIND OUT NEW LAWS

<i>Resolution</i>	<i>Action Taken</i>	<i>Resolution</i>	<i>Action Taken</i>
No. 227. Favor permanent works program for unemployed white collar workers, at union wage rates -----	Adopted	5. Board of Appeals for civil service employees.	
No. 256. Establish a federal Department of Public Welfare for extending federal relief to transients and migratory workers-----	Adopted	6. Transfer of classifying authority for allocation of all field service positions coming under classification act of Civil Service Commission.	
No. 257. Urge permanent and enlarged PWA program -----	Adopted	7. Revised system of efficiency markings to remove opportunities for discrimination.	
<b>Social Security Program</b>		8. Restoration of previous retroactive leave.	
No. 108. Amend Social Security Act to apply to employees of non-profit institutions.-----	Adopted	9. Preparation of government naval vessel plans by drafting personnel of the Naval establishment -----	Adopted
No. 207. Establish permanent social research agency in government -----	Ex. Coun.	No. 150. Support legislative program of the American Federation of Government Employees, including:	
No. 217. Amend Social Security Act to begin unemployment benefits at commencement of unemployment and extend payments throughout unemployed period, funds to be raised in such manner that the burden falls on the wealthy rather than on the poor.---	Ex. Coun.	1. Minimum wage of \$1,500 and automatic increases for all government employees.	
No. 245. Extend social security to seamen.---	Ex. Coun.	2. A 35-hour week, without pay reduction.	
<b>Workmen's Compensation</b>		3. Extension of merit system to all branches of civil government.	
No. 77. Draft bill for uniform state workmen's compensation laws.-----Continue present efforts		4. Extension of classification act to field services.	
No. 142. Enact the new Workmen's Compensation Bill to protect industrial workers in the District of Columbia -----	Adopted	5. Optional retirement after 30 years with special status provisions for employees retired because of disability, who later recover.	
No. 164. Preserve present form of administration of the federal workmen's compensation laws by continuing the U. S. Employees Compensation Commission.-----	Adopted	6. Optional Q. S. and L. with uniform application of costs to all positions where such service is furnished.	
<b>Civil Service and Government Employees</b>		7. Wage differential for all night shifts.	
No. 147. Support legislative program of engineers, architects, and draftsmen's unions, which includes:		8. Prevailing wages for all craft employees.	
1. Minimum wage of \$1,800 and automatic increases for engineering employees.		9. Repeal of discriminatory Section 213 of Classification Act.	
2. Shorter workweek without pay reductions.		10. Filling of higher positions by promotion of qualified employees before development of civil service eligible lists, thus establishing civil service as career service -----	Adopted
3. Extension of merit system in civil service.		11. Board of Appeals for civil service employees -----	Adopted
4. Optional retirement after 30 years and widows' annuities.		No. 161. Oppose use of non-civil service employees in the postal service -----	Adopted

(Continued on page 34)



# New Goal of \$3,600 Set by A. F. of L.

A NUMBER of valuable production studies have been made during the last depression years in the United States. These have filled up the colossal totals in terms of overall production in the United States. It is difficult for the average man to grasp billions in dollars or in commodities. It remained for the American Federation of Labor to reduce production studies to the understandable terms of the worker.

In a notable statement made recently, William Green, president of the American Federation of Labor, pointed out that if America is going to achieve real prosperity and a decent standard of living, it would have to give each worker's family an average of \$3,600 a year. Mr. Green said in his statement widely quoted in the American press: "Before industry can reach capacity production, every one who wishes to work must have employment and every family must have an income of at least \$3,600. These things are not impossible if we work together, advance each other's welfare, and with special favors to none."

Mr. Green's statement was backed by the research services of the Monthly Survey of Business, published by the American Federation of Labor.

## "Steps Toward Higher Standards of Living

"Continued business gains in November and the highly favorable outlook now reported for 1937 point to a continuing increase in our national income. Such an increase challenges all who direct industrial policies to see that the wealth produced by the joint efforts of American citizens is equitably distributed among them. If this is not achieved, business expansion must end within a few years and depression follow.

"A survey by competent engineers recently showed that American industries are equipped to produce a comfort level of living for every American family.<sup>1</sup> We know also that unless the masses of our people progress steadily toward that comfort level, by continual increases in their buying power, industrial growth cannot continue. For in no other way can we have a growing market for our products. In the months ahead therefore we must plan for general and recurring wage increases throughout all industry.

"There is need in this country for (1) information as to the wage levels necessary to create capacity production and to provide an adequate living; and (2) realization among those who pay wages that workers' incomes must steadily advance toward that level. One 5 or 10 per cent increase this year is not enough. We must plan for a progressively rising wage level that will eventually create production for a comfort living standard. That industry can eventually pay the

**Workers must receive grand annual raise in income. Contribution to production studies made by labor organization through William Green.**

comfort wage is unquestioned for, provided distribution of income is equitable, capacity operation of our industries will in itself create the wealth necessary to pay it. Steps toward this goal must come progressively. We may begin with an effort to bring every family up to the minimum health standard, and today between 10,000,000 and 15,000,000 American families are living below this standard.

"In the graph below, the upper line shows the wage necessary to support a family of four in health and efficiency if one wage earner supports them, working 40 hours a week every week in the year. This wage today is 73 cents per hour. The estimate is calculated from that of Professor Nystrom of Columbia University, brought up to present prices by the Labor Department cost of living index. The family of four is chosen because it is the typical American family today, although many wage earners have larger families. It is assumed that American industry can and should, within the near future, pay a wage large

enough to support the average family in health and efficiency. Because of changes in the cost of living, the minimum pay necessary for a health standard is increasing. The rising graph line since 1933 shows this increase.

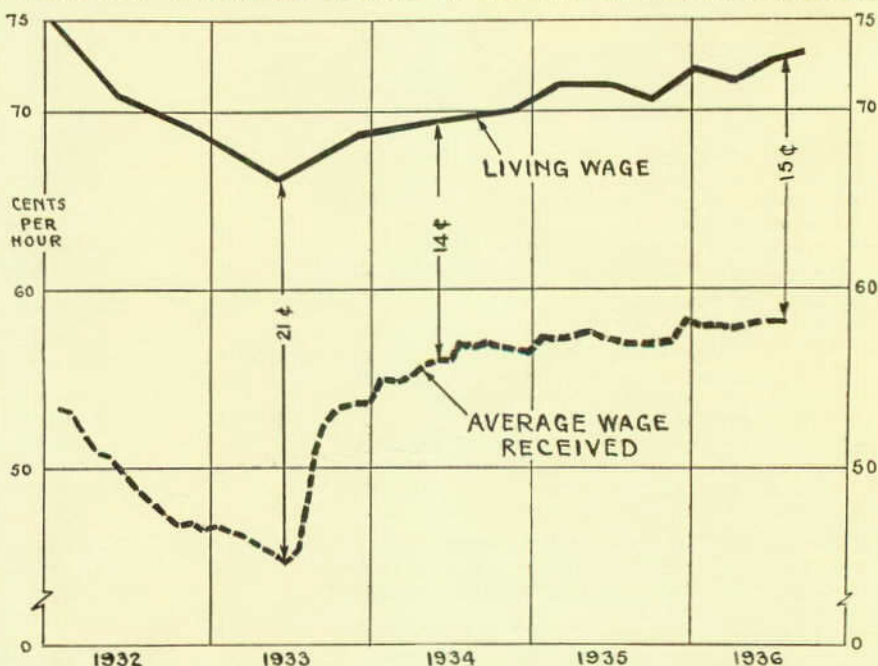
"The lower graph line shows the average wage being paid in industry today. This was 58 cents an hour in the summer of 1936. Since this was the average, millions of workers received less than 58 cents an hour, and were even further below the minimum standard.

"The lower graph line is interesting chiefly because it shows progress made since the bottom of depression in lifting wage levels toward the minimum health standard. In March, 1933, the average wage was 45 cents an hour, a level 21 cents below the necessary minimum; by the summer of 1934, after the increases achieved by trade unions or provided by codes, the average wage was 56 cents per hour, or only 14 cents below the necessary level, which was then 70 cents. In the two years that followed, however, there was hardly any further increase in average hourly wages, and meanwhile the cost of living continued to rise. Therefore, by the summer of 1936, part of the ground gained in 1934 had been lost, and the average wage was 15 cents below the minimum necessary for health.

"It is significant that in 1934, after the code wage increases had taken effect, although business was operating at a very low level, business failures were

(Continued on page 36)

## AVERAGE WAGE and LIVING WAGE in AMERICAN INDUSTRY



The average hourly wage paid in American industry in March, 1933, was 21 cents below the minimum necessary to support a family of 4. By June, 1934, this difference had been reduced to 14 cents but by the summer of 1936 it had increased again to 15 cents. (Source: Average Wages: Computed from U. S. Labor Department figures. Living Wage: Calculated from Professor Nystrom's estimate, assuming that wage earner works 40 hours every week.)

—CPA—414

<sup>1</sup> National Survey of Potential Product Capacity; see "The Chart of Plenty" by Harold Loeb, Viking Press; see also summary in Monthly Survey of Business, April, 1936.



# Master Antenna System Described

By AUSTIN C. LESCARBOURA, Member A. I. E. E., Member I. R. E.

THE jungle of aerial wires and poles is being cleared away on better type apartment houses. In its place appears a neat, safe, permanent antenna installation reduced to simplest proportions. And with such transition the neighborhood radio service man who could and usually did string up the haphazard mess of wires and insulators and poles, is stepping aside in favor of the licensed electrician trained to handle the kind of wiring which lasts.

Indeed, a tremendous field of additional activity now opens up with the growing acceptance of the master antenna system for apartment houses, hotels, hospitals, club houses and other

## Additional employment created for electrical workers in whose field such installations logically belong.

learned regarding the actual wiring. Also, some excellent cost figures are now available, eliminating the gamble of earlier estimates.

### Great Technical Advance

Now the master antenna system means a single aerial, neatly installed on the roof, connecting with the outlets in the various apartments or rooms or wards where individual radio sets are located. A single aerial and downlead operates up to 25 outlets. Additional aerials are installed for as many multiples of 25 sets. Each radio set operates at maximum efficiency, due to the lofty aerial which can hardly be compared with the usual makeshift job. Background noise is reduced to a minimum. There is no interference or cross-talk such as is usually experienced when many home-made aerials are packed any-which-away on an apartment house roof.

The master antenna system has been reduced to standard parts and supplies, corresponding to usual electric wiring devices and supplies. Thus there is a so-called foundation unit, comprising the aerial wires, insulators, transfer unit and lightning arrester. This provides for the roof end of the installation. Then there is the transmission line cable or downlead, comprising a twisted pair in a braided and waterproof covering. Any length of cable may be obtained for a given riser down the side wall or suspended in a shaft way, or again run through conduit or BX, depending on whether the job is of the exposed-wiring (mainly for existing buildings) or of the concealed (mainly new buildings) category. Finally, there are the individual outlets or coupling units which connect their respective radio set with the transmission line and the aerial above.

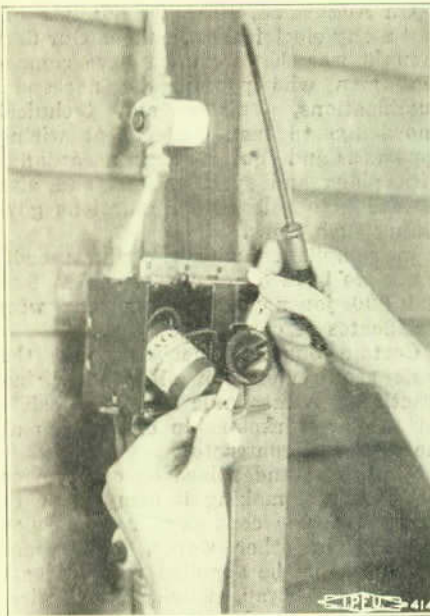
The standard parts and supplies are quite inexpensive. So much so that typical large apartment houses with dozens of outlets, average less than \$5 per outlet including labor and profit, for the exposed wiring job.

The concealed type job need cost little more, provided the work is done at time of construction, so as to avoid snaking through partitions and floors. The inexpensive nature of the master antenna system is proving a pleasant revelation to property owners. But more than that, the apartment house owner or management knows that the reduction of roof repairs, the minimizing of liability suits, and the building of tenant good will more than repay the cost of the installation in a very short space of time.

### Height Necessary to Efficiency

As for the work of installation, this is an interesting combination of outdoor wiring and the usual indoor wiring. The roof end, although something new for the electrical worker, is really simple. The aerial or aerials, depending on the number of outlets to be served, must be strung between lofty supports. Under no circumstances should the aerial be less than 10 feet above the roof. Full advantage is taken of existing superstructures, such as water towers and tanks, elevator-shaft houses, pent houses and so on. Where necessary, sturdy 1½ inch galvanized pipe masts are erected to hold one end of the aerial. The masts are capped at the top for protection against the weather. They are held

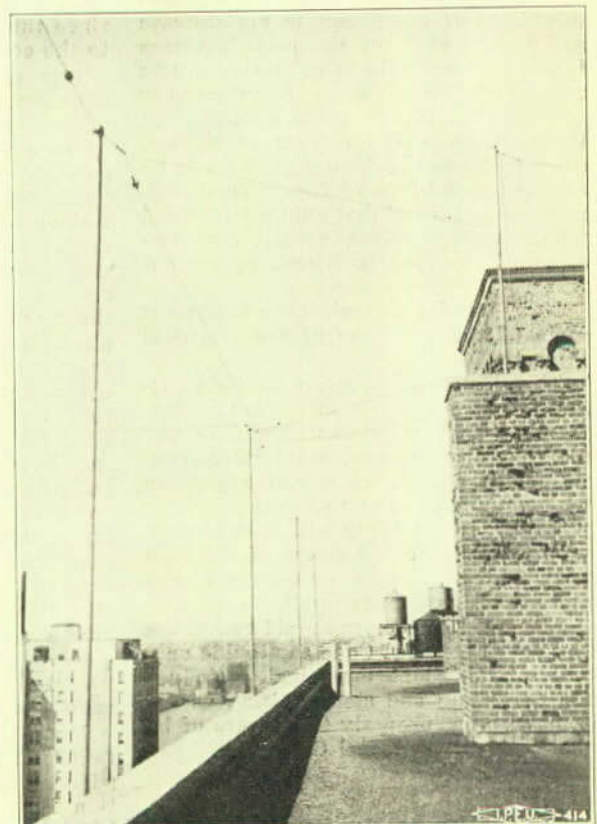
(Continued on page 44)



Here's the installation of a typical radio outlet with concealed wiring.

buildings boasting many radio sets. Certain cities have already passed local ordinances insisting on clearing the roofs of dangerous wires and poles. The fire underwriters are developing a keen interest in the hazards of aerials installed by amateur hands quite unfamiliar with safe practices. Even the private dwelling, whether in crowded city or open country, is being wired properly for a master antenna and the various radio outlets throughout the house, to cater to the radio habits of the average family.

A few months ago the master antenna system was still in the experimental state, so far as installation problems were concerned. True, the operating principle was fully worked out and found entirely satisfactory, so that any number of radio sets up to 25 might be successfully and independently operated on a single aerial and downlead through individual couplers or outlets. But with the installation of dozens of systems in apartment houses in New York City alone, not to mention other installations throughout the country, much has been



A row of neat iron-pipe masts and just a few wires in place of the former jungle of sticks and wires. Note how roof has been cleared and former hazards eliminated.



# Shortcomings of the National Electrical Code

By *ELLIS KNOX, Chief Electrical Inspector, Miami, and President, Electrical Inspectors Association of Florida*

It is my firm conviction that the electrical inspector is justified in calling all members of the electrical industry, friends, since our employment is dependent upon the growth of the electrical industry, a satisfied public and above all, the fine spirit of co-operation you have rendered the electrical inspector.

For eight long years the electrical inspector has been staging a battle to maintain some semblance of an electrical inspection department receiving a pinch of hope and a dash of recovery only in spots. Within the past 18 months permanent recovery has taken form and today electrical inspection departments begin to resemble the peak of 1929.

Some 50 years ago a real form of recovery became visible to the members of the electrical industry and at that time history records that its few short pages served, and served well. Yes, it was the National Electrical Code. The National Electrical Code has traveled a very rocky road and in spite of its many obstacles, has made rapid progress. Take the fuse for example. The fuse has made some progress, but it is the most obsolete part of any electrical installation. A few years ago I invented a fuse holder and fuse that was certainly non-tamperable. This fuse would not permit the overfusing of a circuit and would reduce fire losses caused by strapping and inserting pennies behind fuses. In my opinion it was a compact and neat piece of equipment. I placed this piece of equipment in my suitcase and visited some of the manufacturers to see if they would be interested in this type of protective fuse. They were very friendly but it was quite evident that it was impossible for them to change, since they were making a good profit by selling the old type of fuse. They realized and I realized that public safety and public service was a second consideration. I returned to Miami, poorer but wiser.

Now, just let us review for a moment some of the problems of the electrical inspector.

The electrical inspectors have a pleasant yet exceedingly difficult job to perform. Disconnected as we are from any manufacturer, utility, wholesaler, contractor or dealer, we are in a position with your assistance to advance wiring practices, so that they will keep abreast with the fast moving tempo of the electrical industry, enjoy public confidence and render assistance to all.

Electrical inspectors should accept the National Electrical Code as a guide only and should adopt municipal ordinance for advancing and standardizing wiring principles not properly taken care of by the National Electrical Code.

## Only Minimum Standards

The requirements of the National Electrical Code constitute minimum standards. Compliance therewith and

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**Another electrical inspector points out flaws in present regulatory machinery of our great industry.**

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proper maintenance will result in an installation reasonably free from hazard, but not necessarily efficient or convenient. This code is to be regarded neither as a design specification nor an instruction manual for untrained persons. Good service and satisfactory results will often require larger size of wire, more branch circuits and better types of equipment than the minimum which is specified in the National Electrical Code. We must bear in mind that the National Electrical Code does not possess all the necessary vitamins to produce a good healthy electrical installation. So vitamin "A" must be supplied through the means of a municipal electrical ordinance.

Possibly it has never occurred to most of us of the electrical industry that it is the sincere belief of the general public when they secure a certificate from the electrical inspection department that both the merchandise and its installation are the last word in quality. According to the National Electrical Code they have a sound reason for believing this since there is not a syllable in the code to the contrary.

Our electrical contractors who estimate an approximately 65 per cent of our residential installations come face to face with these facts. "Plans and specifications are drawn on a piece of paper or shingle," and the building contractor or owner informs the electrical contractor that he wants a light here, one over there, a switch here, a plug there and so forth. Also that he wants the work done in accordance with the electrical code and wants a certificate from the electrical inspector. Now, you contractors know as well as I that to try to sell this man a real job or simply a good job is only committing commercial suicide, for the simple reason that the building contractor or owner with whom you are figuring is interested in the outlay of cash, and the electrical inspector's certificate of approval. If a contractor tries to sell quality, he will not only lose the job, but he will leave the lasting impression with both the owner and the general contractor that he is a high-priced man, consequently he is never called upon to estimate another job.

I feel confident that the commercial failure of the electrical contractor to sell adequate wiring on the smaller installation is due primarily to the National Electrical Code not making a clear distinction between real quality and an acceptable job.

## Detour Round Skilled Mechanics

Many committees of the National Electrical Code have been trying for years to have the inspectors endorse the use of bare neutral wire, also materials that would lead a detour around the contractor and skilled mechanics. This would introduce not only more cut-throat competition, but would make "would-be electricians out of bell-hops, janitors, hair-pin artists and others whose meager knowledge of electricity might endanger our entire community."

The question is, what have we done in this locality to bring forward and standardize wiring practices?

On August 28, 1935, we put into effect a city electrical ordinance. Our first thought was that we must have competent men who possess the necessary qualifications, training and technical knowledge to install electrical wiring apparatus and equipment, in accordance with plans and specifications and also according to rules and regulations governing such work.

In compliance with the above ordinance we have 65 electrical contractors and 300 journeyman electricians with certificates of competency.

Certain qualified mechanics are the basic requirements of all good wiring practices. A mechanic is as responsible for proper workmanship on the job as the electrical contractor.

We have standardized on our service requirements, making it compulsory to install 100 per cent copper to service switches, in other words, 60 ampere switches must be supplied with at least No. 4 wire, 100 ap. switches No. 1 wire, etc. This not only gives us additional supply, but gives us an opportunity to protect the service wires from fusing higher than the allowable carrying capacity of the service. We have set up a table showing the maximum number of outlets in a residence or building or similar wiring for lights per circuit. Another paragraph reads: "The following table will be the minimum size feeder that will be permitted on the three-wire 110-220 volt lighting panel; four to six circuits No. 8 wire; eight to 10 circuits No. 6 wire," etc. In preparing an electrical ordinance we first establish a reason for adopting special requirements. Our reason for adopting sub-feed table was based on the fact that two years ago an electrical contractor installed 12 circuits of lights in a residence installation and the size of the sub-feed to this panel was three No. 12 wires. We knew that it would be unsatisfactory and would not give proper service but the estimated wattage met the requirements of the National Electrical Code. After this mistake was called to the attention of the owner, he immediately had the sub-feed size increased. Our sub-feed table

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# Gay Nineties Neutral Passed with Corsets

By SMITH SMITHSON

It is amusing to note how some of these young ambitious "commercial" engineers of utilities can twist truth and distort the true picture, in order to make some story seem to support a practice which they have claimed to be correct. They feel they must not admit they have erred or could err. They will even err further and ingeniously in an effort to encourage support to a past error. It used to be considered improper for an experimenter to "fudge" in order to make his problem come out to the answer he wished. But if the engineer experimenter merely adds "commercial" before his engineering and experimenting work, he can with straight face, make any problem come out to the answer he predetermines.

Thus some people, who once earnestly proposed use of bare neutrals, seem to feel it would be a deadly sin to now admit they could have been wrong, and they proceed in defensive gesture, to see bare neutrals everywhere, even in the most unlikely places. It might be a harmless aberration if it did not sometimes deceive persons who have not time to detect the flaws in the statements and reasoning of these visionaries—these zealots.

In the November 21 issue of the *Electrical World* appears an article by E. A. Brand, a commercial engineer of one of our largest utilities. The title given this article, "46 Years with Bare Neutral" was evidently intended to carry conviction that bare neutrals are good, that they can be lived with 46 years, that they have been so lived with. The subtitle extends this implication into an assertion that a certain building in Buffalo was wired with bare neutral cable in 1890.

One amusing thing about this article is that it does not at all describe, although it is clearly intended to promote, bare neutral cable. Either by ignorance or perchance by intent, or by mere careless disregard for truth, an entirely different construction than bare neutral cable—and the construction used in this Buffalo building was different—is given the name of bare neutral cable, by this commercial engineer. It is also amusing to note that this young commercial engineering writer describes this 46-year old Buffalo cable installation as an unusual and novel type of cable, as though such a cable had not been well known and widely used in American cities everywhere during the gay nineties. It is true that in most cases—perhaps 99.9 per cent, the old installations did not prove very safe or serviceable, certainly not in comparison with better and more modern wiring methods coming into use about the turn of the century. Yet the cable had an insulating fibre conduit to supplement its own mechanical strength and insulation.

**Ninety-nine per cent of old installations gone, yet advocate digs up sample as if it were success.**

## Bare Neutral and Bare Neutral

But because most of these old concentric cable installations went out of use long ago (not all, for many a wireman—not only Mr. Brand's associates—in-



Standards in wiring must be watched warily or they tend to lapse to old levels.

stalled such cable and knows where remnants still exist) by no means indicates that this cable construction can now be described as bare neutral. That is a misnomer—Mr. Brand's wish seems father of the thought. If Mr. Brand is merely mistaken it is in the thought that all concentric cable must be bare neutral cable. Let us hope he is so mistaken and is not trying to arouse or confirm misconceptions in other "commercial" engineers or even in commercial persons who dispense with the engineering side frankly and fully.

The fact which Mr. Brand brings out that some of the equipment used in this Buffalo wiring installation is just as good today as it was when installed and is very good today, by no means indicates that the concentric cable part of this Buffalo installation is as good today as when installed and is very good today. Even if this were true, which it is not, this would not mean that a bare neutral

cable would be good today, since this is not bare neutral cable. The fact that fuse cutouts and fuses are just as good today as when installed 46 years ago has nothing to do with the goodness of cables. It merely means that fuses were a well-engineered and mighty enduring and reliable device. A real engineer would hardly say that the goodness of fuses proves cables equally good "and, since I shall call these cables bare neutral cables, proves bare neutral cables good."

Of course fibre ducts, so called, were in very general use from 1890 to 1900 for concealed work in all buildings of fire resistive construction as well as in many others, in an attempt to make the contained wires withdrawable (a purpose pretty poorly served); and in order to protect the contained wires from mechanical injury (a purpose much better served, but not well served at outlets where fires and other troubles were so frequent as to lead to the early downfall of this type of wiring). And of course—and a thing overlooked by Mr. Brand—the fibre offered substantial insulation to the outer conductor of the cable.

## Bury Old Mistakes, Please

Of course, too, concentric rather than twin cable, was not at all unusual in this country or abroad, in the gay nineties. It became unusual later because much harder to install and keep in operation when the enormously greater trouble in making joints, splices, etc., had to be considered, also the trouble in insulating the wires at outlet and junction points and the like. Its theoretically smaller size was not sufficient practical compensation for its unhandiness. This type of wire was one recognized and permitted by the National Electrical Code of that day (though Mr. Brand implies that those days were ruleless) which code has of course made some mistakes and corrected them, and will make other mistakes, of course. This does not imply that commercial engineering should be permitted to insist not only that old mistakes shall be repeated by the code (to reintroduce someone's proposed concentric cable) but that one old mistake shall be reason for perpetrating a worse one—bare neutral cable.

And the fact that insulated concentric cable in fibre tubing has remained operative in a few feet out of the many thousands once in operation, by no means suggests to the non-commercial engineer, nor to the person of hard common sense, that a bare neutral cable, without fibre tubing should be considered even to approach the safety and serviceability which insulated concentric cable plus fibre tubing once appeared to offer

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# Sympathetic View of the Ward Boss

By P. J. KING, Machinists Union, Boston

**A**MERICA is a land of contrasts. And one such contrast that exists in no other nation is that of the home life that now prevails among hundreds of thousands of families. If you go to Sweden, England, France and like nations you will find members of three generations in the same family, with a common economic, social and religious background. It is quite different in America and not frequent enough to be common.

There are homes among the Germans, Irish, Italians and other nationalities, which have immigrated in large numbers to this country, where members of the same family can live within the same home and yet be miles apart as far as common thought and outlook on life are concerned. The grandparents came from a foreign land with a foreign tongue. Their education was often of such a meagre nature as to leave them unable to read or write their own name. They had children who later were favored with opportunity for at least a grammar school education and familiarity with the language and customs of this country. As years passed they, too, married, begot children, who were given opportunity to acquire a high school education. The grandchildren lost contact, to a large degree, with the grandparents, and often in their fancied superiority are ashamed, or indifferent, to the life and ways of the grandparents who had lived in another time, with hardships and struggles unknown to them.

Mr. Dinneen, one of Boston's foremost newspaper reporters, of Irish parentage, who had lived within the section described, has written a story that brings out the backgrounds of life among the immigrants in a great city, and relates how the changes of years have affected them individually, as well as the effect they had on the localities in which they settled.

His story is based on the Irish in their heyday of immigration during the nineties in the city of Boston. The scene is set around old North Square, the home of the Adams, Reverses, and Hancocks. It is a story that could, in a large measure, be duplicated in other cities and among other nationalities of the same period.

## Met by Big Boss

The story opens with Norah and Dennis O'Flaherty landing in Boston. They are met

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**He performed many services for immigrants. Not all dark picture.**

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on the dock by the henchmen of Hughie Donnelly who is the ward boss. Dennis is given a card to go to work the next day for the city and given instructions to become a citizen and vote according to the advice of Hughie, who has a club-room that is the gathering place for the men of the district.

Time goes on and Dennis has a large family, among them a boy called Big Tim, who later becomes the right-hand man for Hughie. During those years we get a clear picture of life among the immigrants, their ways of living, their thought and struggle for adjustment to a new life, far from the old sod.

We get a picture of how a real ward leader handled men of those days, how their votes could be given in a block to this one and that, as Hughie thought best. We learn how intimate was the relation of the boss to the humble immigrant; the ways he could assist them to jobs and in the time of trial, when there seemed no other source to which they could turn.

Later there creeps in a weakening of the loyalty among the next generation as compared with the absolute loyalty of the fathers. Then the Italians began to come and the Irish began to move to other sections. They became what was known as the "lace curtain" Irish. The Irish were natural joiners, especially in politics, but it was different with the Italians, they could not see the need. They were later whipped into line with the Tonys and the padrone system.

There are fine passages in the book that give striking examples of how real boss leaders were able to handle large numbers of men with such certainty of results. There are other passages that give humorous instances of how votes were controlled and what happened to men who did not vote right.

## War Draft Managed

The story follows up through the days of the World War and how Hughie and Big Tim managed the draft, who was sent and who was kept at home—on recommendation of the right doctors. After the war comes the period of prohibition and night clubs and a strange mode of life among the younger generation that was apprehensively deplored by their God-fearing elders. Here the sign of affluence became changed from the piano in the parlor to the shiny car beside the door.

Old Dennis and Norah watch the change of the times and shake their heads with misgiving. The children's ways are different. And often they long for the old days in Ireland when they could dance and sing about the village green when the day's work was done. The children not only had strange ways, they had strange thoughts, for they did not go to mass with the same feeling and faith as their parents.

In time Hughie dies and there was no one to handle the various groups and leaders as he had done and there was a general split up in the districts. Big Tim later becomes

(Continued on page 41)



Behind the colonial exterior of Boston, are concealed newly arrived citizens from many far countries.



# Casey's Chronicles of the Work World

By SHAPPIE

## Pat's Philosophy

"Sure I'm blest with good health,  
An' I earn my own penny.  
An' as for my troubles,  
I haven't so many.

"For thim as comes first  
Well, they're over an' done with  
An' thim as comes after  
I haven't begun with.

"An' thim as are here  
Of my sorrows an' labors,  
Faith, divil a one is  
As bad as my neighbor's."

—Anne Sutherland.

"THAT'S me philosophy so far, an' I hope to carry on wid it," said Casey to Slim, as he finished reciting the above lines.

"An' a darn good philosophy it is," said Slim, "if yuh have the mental make-up to go with it."

Slim had put in the promised appearance at Casey's to spend the evening.

"An' where 'ud Mr. William Sims be afther bein'?"

"He'll be here later. He stopped on the way to get a hair cut."

"Well, it'll be a stag party tonight, Slim, fer the women folks have gone to a concert an' won't be back till late, an' anyway, it'll do me good to be able make spache in me natural, Irish brogue. Ellen has me so well broke av it that, whin we have company, ye'd niver dreme that I was brought up mostly on petaties in the Emerald Isle, an' most annybody can understand what I say whin I put on me company manners, so don't give me away if I have a bad attack of lapsus linguae."

"Well, I hope the disease, that yuh jus' named, isn't dangerous or infectious," said Slim, "but the ladies not bein' at home 'ull give us an excuse fer comin' again."

"Ye don't need anny excuse," said Casey. "The door latch has a long string an' all ye have to do is pull that string an' walk in."

## Firelight Yields Tale

The open fire, before which they were sitting, was smouldering lazily. Casey got up, added a few pieces of wood to it and stirred it vigorously, until the flames leaped up and drove back the shadows of the twilight into the farthest corners of the room. "I always kape a little drift wood fer special occasions," said he. "Ye get the salt tang av the sea wid it an' that brings back the smell av the peat fire that we had burnin' in the ould home in Ireland."

"Do yuh ever get homesick, Terry?"

"Show me the true son av ould Erin that doesn't have a heart-longin' fer the smell av the peat fire once in awhile, even whin he's only workin' in the hay fields av England. Didn't Moira O'Neill know it whin she wrote:

"Over here in England I'm helpin' wid the hay,  
An' I wisht I was in Ireland the livelong day;  
Weary on the English hay, an' sorra take the wheat!  
Och, Corrymeela an' the blue sky over it!"

"Sure I often thought I'd like to journey back to the ould home again but there ud be none av me pape left to welcome me.

"I was feelin' a wee bit homesick, I guess, when me an' Billy first got to know wan anither. He was jus' a poor, orphan laddie thin, an' some av the fellers started to run on him. I felt so sorry fer the poor kid whin I learned his history, that I cud almost cried, an' whin wan av the fellers, twice his size, wint to manhandle him, I let thim all understand, then an' there, that the first man that tried to abuse him 'ud have to lick me first, an' they soon found out that I meant it, an' Billy an' me has been pals iver since, but a good manny times me red head, an' the timper that goes wid it, has got us into some pretty tight places, an' it was a good thing that me ould Uncle Danny—a champion fighter in the Navy in his time—taught me all he know'd about fightin' or we wud niver lasted out half our days. Danny was a big man—built like Tom Sharkey—an' ould as he was, very few av the fightin' men around home—an' there was quite a few av thim—iver dared tackle him, an' thim as did niver tried the second time."

## Why the Irish Are Poor

Footsteps on the porch sounded and Casey went to the door and ushered Billy in, picked him up like a child, and deposited him gently in a chair by the side of Slim. Continuing his talk, Casey said, "The Irish be a strange race, Slim. Whin-iver the head looks wan way an' the heart the ither, they follow the heart, an' that's what kapes thim poor. Me an' me pape was like the rest—me father niver thought o' savin' anny money fer a rainy day—it was come aisy, go aisy, an' God bless Sunday. I guess we wudda seen some hard times if it hadn't been fer Danny. He was away long enough in the Navy to get some sense an' save his money. He niver got married but lived wid us, an' we niver lacked fer our livin'. I had an' ould aunt wid foresight, that come to visit us wan time, an' she looked at me a long time an' she says to me mither: 'Mary,' says she, 'Yer lad, Terry, is a fine broth av a boy. In a few years he'll be lavin' ye an' travellin' far, an' his red hair, an' the temper that goes wid it, 'ull get him into lots o' trouble but thim two, big, Irish fists he's afther havin', 'ull be quite capable of gettin' him out again. He'll go through life aisy fer he'll shed his troubles like a duck sheds water an', though he niver comes back to ye, yet he'll niver forget the ould cabin where he was born."

"I used to chum wid a lad be the name

o' Micky O'Rourke. We was the same age an' as much alike as two pins, except that Micky had black hair. We used to get into quite a few fights wid the boys in the village and wan day we come home wid as purty a black eye apiece as ye iver seen. Danny looked at us fer a minute an' thin he says, 'It's high time I took ye two spalpeens in hand an' taught ye how to make yer fists save yer eyes. Many a good man has been wrecked because he didn't know how to use the strength the Lord give him an' ye're ould enough now fer the trainin' I'll be afther givin' ye.' So he goes to town an' brings home a couple o' punchin' bags an' a set o' boxin' gloves an' fits up an old shed at the back o' the barn as a gym.

"He brings us in there, whin he had it all fixed up, an' says, 'Now, sit ye down an' lissen to a few things that I'll be tellin' ye. Wan av the first things ye got to get wise to is that speed 'ull give ye a big advantage in anny mixup. Beat a feller to the punch an' ye have him half licked. I mimmer wan time whin me carelessness give me this—he pulled up his left shirt sleeve an' showed us a long, white scar down his forearm. 'We was in a port on the Chiny Coast an' a half a dozen av us on shore leave wint into a tough shabeen to get a drink. We got into a row wid some Spanish sailors an' afore I know'd it wan av thim slashed me arm wid a knife. I seen red thin, an' I never mimmer much o' what happened afther that, but me mates said I picked up this feller an' slammed him right into their crowd an' thin tore into thim wid me two fists an' knocked thim down like ninepins, upset the bar an' wrecked the place afore they cud drag me away. I was bleedin' like a stuck pig but they put a twister on me arm an' managed to get me away an' aboard ship, afore the police got aroun'. The ship doctor fixed up me arm an' we sailed away the next mornin', which was lucky fer me."

"Well, we listened to all Uncle Danny had to tell us an' thin he started to train us. He was a marvel wid the punchin' bags. He wud kape wan av thim buzzin' like a mad bumble bee wid his fists, elbows, an' head an' all the time he wud have the ither wan strummin' wid his feet. It took me an' Micky a long time afore we cud satisfy him wid our performance on the bags. He wud put on the gloves wid wan av us an' show us how to lead an' counter a lead wid ayther hand. How to upper cut in a clinch, an' he showed us how to use some ju jitsu holts, in case we got into a jam where we didn't have room to use our fists or do any foot work. His foot work was so good that, fer awhile, nayther av us cud lay a hand on him whin he wud spar wid us. But his fav'rite line was to work in a left hook under the chin an' thin pivot on his right foot an' drive in a right across to the jaw, an' say, whin his fist come swishin' around wid the swing the pivot

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**Our Foreign Tie-Ups** Wars and threats of wars will only serve to accentuate the close business tie-ups between the nations. This Journal has repeatedly pointed out in its discussion of American membership in the International Labour Organization that labor has only one instrument with which to speak internationally, and that is the I. L. O. We have repeatedly said that whether we like it or not big business knows no national boundaries and is organized on an international scale.

Albert H. Jenkins, of "Labor's" staff, has done a good piece of reporting in this direction. He has scanned the reports of American industrialists to the Securities and Exchange Commission. The General Motors Corporation reported 31 foreign subsidiaries, but refused to disclose their names on the grounds that this would be detrimental to stockholders. The Standard Oil Company of New Jersey has so many branches abroad that it requires seven pages to list them by general groups. The Standard Oil does business in Mexico, Venezuela, Colombia, Peru, Bolivia, Argentina, Roumania, Poland, Italy, Germany, Cuba, China, Japan. Remington Rand, the big anti-union office equipment firm, has gone into foreign manufacturing on a vast scale. It is interested in five companies in Germany. It reported subsidiaries in Italy, France, Belgium, Czecho-Slovakia, Norway, and Sweden. American Telephone and Telegraph confessed that it does business in 68 foreign countries. The International Telephone and Telegraph Company testified that it is almost wholly interested in foreign operations and that it has 150 subsidiaries. The General Electric supplied a long list of foreign subsidiaries.

These are only a few of the principal American firms which do large scale business in foreign lands and carry on their own brand of internationalism. The United States Department of Commerce estimates that United States corporations have over \$7,000,000,000 invested in foreign subsidiaries.

**This Mr. Lilienthal** It is time for American citizens to take cognizance of the work of David Lilienthal, director of the Tennessee Valley Authority. Mr. Lilienthal has been in charge of that section of the Authority's activities which has to do with power in its production and distribution. Mr. Lilienthal has brought to his task youth and an excellent legal equipment. He is a lawyer with truly social instincts and social ideals, one of the few, let us say, in the United States. His job has not been an easy one. He has been subjected to much abuse and misstatement. He has received hundreds of anonymous letters threatening him personally, spewing upon him the sputum of corrupt minds. He has stuck to his job under such conditions with a smiling tenacity which deserves the admiration of social-minded people. To Mr. Lilienthal goes the credit for setting up in the TVA a power policy which made the TVA act a yardstick for the measuring of the production and distribution of power. Power rates have tumbled in the Valley. He has brought too a real social vision to bear upon the labor problem, and it is to his policies that labor owes the rather firm position that unions have in the Tennessee Valley projects. Unfortunately, Mr. Lilienthal has not had the full cooperation of every member of his board and, we are not sure that he has always had the encouragement of the President of the United States, but the President should understand that without Mr. Lilienthal and his policies, the TVA could not have fulfilled the goals set up by the Act or the goals set for it by the author of the Act, Senator Norris. The loss of Mr. Lilienthal from the TVA would pretty nearly wreck that institution. Labor has a stake in TVA. It also has a stake in Mr. Lilienthal.

**Utility Operators Association** List a new device for sidestepping the law. This is being developed by utility corporation lawyers. It provides a fantastic arrangement by which, on the surface, the parent utility company appears to bargain collectively with its employees and at the same time permits the parent company to negotiate "yellow-dog" contracts with individual workers. Fat fees no doubt went to the smart medicine man of the law who developed this one. The utility is a corporation. It sets up the Utility Operators Association with the same officials as control the parent company. The parent company enters into an agreement with the Utility Operators Association—which is in reality an agreement with itself—to hire only members of the Utility Operators Association. This is to be a noble gesture in the direction of collective bargaining. The U. O. A. deals then with each individual employee and forces him into membership with this bastard organization. Thus, presto, you have both collective bargaining of a kind and "yellow-dog" contracting pure and simple. All this was revealed when employees of a western



utility signed up for social security. They were ordered to use the Utility Operators Association as their employer. They put down the parent company as their employer and some of them were fired.

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**Achievements in Social Security** Friends of social security should not let go by the remarkable achievement of registering 22,000,000 eligibles for old age benefits. This colossal task was accomplished in about four weeks time with the Treasury Department and the Post Office Department co-operating with the Social Security Board. Probably no mobilization of man power ever equalled this registration in scope, complexity and speed at any time during the history of the nation. Only the federal government could mobilize the machinery for such a swift, magnificent effort. Special mention should be given to the Post Office which handled its share in the task during the period when Christmas mail was greatly on the increase. Those cynics who like to sneer at the great public enterprise of dispatching mail could well learn what real organization is. Forty-five thousand postmasters took a lead in the registration and made the mechanical part of the job possible. Behind this wide-flung network the members of the Social Security staff worked day and night planning, creating posters, sending out publicity, and breathing the breath of life into the machinery set up by the Post Office Department. But no little part of this great job was performed by members of organized labor. They understood quickly the significance of this great registration and they not only buckled down and saw to it that all members were registered, but they took the message of social security to millions of unorganized workers and aided them in their registration.

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**The Old Racket Again** Walter Gordon Merritt, chief labor baiter who has for years collected huge fees from business men by prosecuting labor unions, is at his racket again. Silenced for a period by New Deal legislation in which the right of collective bargaining was reaffirmed, Merritt suffered a falling off of income. But this self-righteous apostle of individual license figured for a time in the strike of building service employees in New York quite to the discredit of himself, and he has now brought suit against Local Union No. 3, International Brotherhood of Electrical Workers, under the anti-trust laws. His clients are 10 manufacturers, one of which is the General Electric Company, and all of which belong to N. E. M. A. N. E. M. A. has recently been haled upon the green carpet by the Federal Trade Commission on charges of monopoly and violation of the anti-trust laws. With these unclean hands of his clients, the self-righteous Mr. Merritt seeks to strike again at unions.

The simple fact is, Local Union No. 3 has successfully organized some of the leading manufacturers of electrical equipment in New York City. Wholly within its rights and wholly as is its custom and the custom of all unions, it seeks to have union made materials used on its jobs. It is this situation which has brought the charge of violation of the anti-trust laws. The motives for the case are clear. Mr. Merritt is again seeking the limelight as the king of labor-baiters. He loves to bask in publicity. His clients, however, are seeking to quash the new competition in New York City, the first real competition they have had in many years. Instead of violating the anti-trust laws manufacturers have become real competitors with the monopoly erected by N. E. M. A.

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**Labor Men Belong Together** No matter what happens in respect to the labor movement, we do not think that workers should forget or will forget the great truth that labor people belong together. Workers will recall that Lincoln pointed out eloquently this fact saying in effect that the strongest bond outside of the family is the bond that unites those who work. Issues may divide. There may be sharp schisms over policies but the great fundamental fact that the interests of persons who live by earned income are the same, should never be left obscure. Divide, secede, separate and even destroy segments of the labor movement and workers are only more conscious, we are convinced, that their destinies are the same and lie ever forward.

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**Vulgar Display Again** The depression is over—that is, over for the vulgar rich. New Year's celebrations indicated we are about to move back into the old regime of gaudy display and extravagant expenditures for fantastic parties. The contrasts between rich and poor begin to heighten themselves again. The painful differences between those who have and those who have not take on their old hues of white and ebony. Unfortunately, the idle rich never know they are vulgar. They think they set standards. Soon we shall expect to hear the old hymns of rejoicing in prosperity, but labor knows, as do all thoughtful people, that there can never be prosperity with 8,000,000 men out of work and with hundreds of thousands on relief. We cannot allow a permanent state of unemployment in this country though we know the rich would be willing to do so—that is for the workers. There is no need, of course, for such a condition, when we have a productive plant already created such as we have in the United States. What we need is more planning and more intelligence in the plant's operation.





# WOMAN'S WORK



## HIGH MOMENTS IN LIVES—MORE INTENSE THAN FICTION

By A WORKER'S WIFE

I HAVE been reading a different kind of a book. This is not a novel, but it is packed with more action, more horror and tragedy, more accomplishment, than any dozen novels. This book is called, "I Am a Woman Worker,"\* and it includes the life stories of 80 women at their jobs in factory, shop or mill, as told by themselves.

These stories are simply, seriously told. Each narrative represents a high point in one woman's life—an event of vital importance to her—but set down in words without emotional display. The stories were collected from the summer school classes of women workers at Bryn Mawr and elsewhere. I don't suppose the writers had any idea the stories would be published. They were asked to describe some phase of their industrial life—some event, such as losing the job, going out on strike, or a dispute in the shop.

And the attitude of these women about labor organization is many times and clearly expressed. It has been said, "Women are not interested in unions. They can't be organized," but here we have women whose life has been spent in daily toil, whose qualities have made them leaders, and their attitude toward unions is an unmistakable endorsement. The union and the union shop—their respect, faith and devotion for these is like a religion.

Grim and deadly events are told with a terse realism. One woman who participated in the ill-fated strike at Marion, S. C., tells of it as though it were still happening before her eyes, the never-forgotten detail of a picture too dreadful to witness:

"As daylight came the pickets assembled in the road and the sheriff and his 14 deputies were in and around the mill gate. Most of the deputies were workers in the mills who were opposed to the union. As the whistle sounded, the superintendent ordered the people to move out of the road and let the scabs in; but the poor strikers stood firm. The sheriff then threw tear gas into the crowd. The people began to run and the sheriff and his force began to fire at their backs. Forty or 50 shots were fired and played in the dust like drops of rain. The people were darting everywhere for protection.

"When the firing stopped the road was full of dead, dying and wounded just like bees or flies crawling—some trying to get up, some dead, and some groaning and moaning and struggling for life."

And here is the story of a typical work day of a cotton mill spinner—one of the new slaves of the South—who tells of the introduction of the speed-up system:

"I arrive at the mill about 6:45 to begin work. Our actual starting time is 7:00, but we always start five minutes before then.

"In this factory, the speed-up system is in full sway. I used to tend 10 sides; now I tend 20 lengthened sides (other spinners with short sides tend 30). Each side has 126 ends which makes 2,520 ends to watch, and every end I must supply with roving. The roving runs out every four days, while the ends break very irregularly all the time. I generally piece up about three ends a minute. The work that I do covers four alleys of frames about 300 feet long. Just how often I walk around them, I do not know—without question, numberless times.

"Before I was placed on the added number of sides, I used to tend 10 sides at which I pieced up the ends that broke down, cleaned the frames and the rollers, under which the ends run, and did my own creeling (that is, I put my own roving in the creels).

"During that time I noticed strange men with stop watches in their hands. They were watching every motion of the workers, making notes of everything that happened. Everything was checked! Time out for a drink of water, visits to the toilet, even if a worker spoke to another. The result was that machinery was placed where it would reduce the amount of walking by a spinner; gears were changed to speed up the machines; half the spinners were laid off, and those who remained were given twice as much work as well as piecing up and passing the board—a form of cleaning that takes about 15 minutes to do and has to be done every hour. The remaining work—cleaning and creeling—was now done by two workers, who were poorly paid. This speed up system has created unemployment, and has placed a terrible strain on the workers' nerves.

"In the spinning room, as in all parts of the mill, the workers are in a hurry, running here and running there. They rush to the toilet, rush for a drink of water, and rush while working. The irony of it all is this: safety posters on the walls read, 'If you run, you'll fall down on your job. Ask yourself what's the hurry?'

"During my working hours I constantly dodge trucks in narrow aisles, and unguarded belts and pulleys. The floors are washed while the machinery is running; slips and falls occur. Often

while stripping thread or roving of bobbins, the hand is cut, or slivers pierce the skin. But the most dangerous thing is that slow but sure occupational disease, tuberculosis, which lurks in all textile mills. Deaths resulting from tuberculosis are extremely numerous. Is it any wonder? The rooms are cold in some spots, and hot in others; where the humidifiers are, it is damp. Also we constantly breathe cotton dust."

Then there is the story that seethes with pent-up indignation, but very quietly, very briefly told—"The President Visits the Mill."

"The next day, when the president came through, he had several other men with him, some wearing diamond stick pins and rings which cost thousands of dollars. The president did not look at the cigarettes; he merely looked over the floor. When one of these very important looking men stopped at one of the cigarette machines that was making 1,400 cigarettes a minute, he found just one bad cigarette before the girl that was catching could get to it. (It is nothing unusual for a cigarette machine to run a bad cigarette once in a short time.) This man showed the bad cigarette to the president. The president called the foreman and had the girl fired.

"This girl had a mother and a little sister to take care of on \$11 a week. The men went their way to another floor, while the girl trudged home with the news that she had no job."

Out of some such conditions must have come the worker who describes with such pride and satisfaction the union shop where she now works:

"In 1922, I went to work in a union factory where overalls, pants and children's play suits were made. This building was large, with plenty of space, well lighted and ventilated with windows, comfortably heated in winter and with very modern conveniences for the workers.

"This was a union factory, which meant that I was paid better wages, worked shorter hours, and had better working conditions than when I worked in an open shop. \* \* \*

"The superintendent assigned me to a felling machine. The first week I made \$12.50. After working awhile, I soon found that I did more work and did it with greater ease, working eight hours per day than I had done before in 10 hours, and was paid more, and was not nearly so tired after my day's work. After I had been there a week or two, I

(Continued on next page)

\* Published by Affiliated Schools for Workers, Inc., 302 East 35th Street, New York City. Price 50 cents.



## Women's Auxiliary

WOMEN'S AUXILIARY, L. U. NO. 83,  
LOS ANGELES, CALIF.

### Editor:

Although we have been lying dormant for the past few months, we have regained some of our old-time enthusiasm and are looking forward to a very successful year.

We are striving to keep up a social interest between the local and the auxiliary and we feel sure we have the co-operation of the majority of the members, and we greatly appreciate Mr. Baltazor's appeal for us in his article to the WORKER last month.

We realize that women's organizations are condemned for their pettiness, as well as lauded for their generosity and we are seeking to keep harmony in our group, as no progress can be made without it.

Our annual Christmas party for the children was a great success. We sent out 400 invitations and were rewarded by a well-packed hall. We had a generous supply of fruit, candy and gifts for them. Mr. Scott, president of the local, made a very successful Santa Claus, aided by four small boys and girls, dressed in costumes, who acted as his helpers in distributing the gifts. Our one thought was to please the children and we feel sure that each one was generously rewarded. Our program, too, was planned with their entertainment in mind, with Mr. Swingle kindly acting as master of ceremonies.

The Christmas tree was large and beautiful and we hope it conveyed to the members and their families the expansion and progress of Local No. 83.

The success of the party was made certain by a generous donation from the local for which we most heartily thank them.

We are trying to increase our membership and hope to interest more wives, daughters and sisters of our Brother electricians, and we extend a cordial invitation to all to come and join us. We hold a business meeting the first Wednesday night of each month, also a social lunch at the home of one of our members sometime during the month. Get in touch with our president, Mrs. Mathis.

We wish all the auxiliaries a happy and prosperous New Year.

GRACE MAXWELL,  
Secretary.

decided that the machine was rather high for me, and when I mentioned this the machinist had my treadle and chair raised, which was a great help to me.

"I have been working here for many years, and have made \$30 a week. Since the depression, orders have been slow coming in, and I have been working only two and three days a week. But I have had no wage cuts."

The detail, "when I mentioned this, the machinist had my treadle and chair raised,"—doesn't that suggest more than thousands of words could tell of the lack of consideration that had been this woman's experience in the non-union shop?

This book represents an opportunity for the women whose stories are in it, to express themselves, their experiences, their reactions, and so far as I know, it is the first book of this kind ever published. It is also an opportunity for every reader, for it is packed with the raw materials of life.



Courtesy Modern Science Institute.

## Dessert—A Frothy Trifle

By SALLY LUNN

After a heavy, hot dinner your dessert should be frothy, light, and—preferably—cold. I find that guests react very favorably to light, whipped-up concoctions, when they positively could not touch pie or cake. Mixtures with gelatine or egg whites, beaten till fluffy, and then chilled till serving time, are always appreciated. And, if you have children to consider in planning your meals, you know this type of dessert is easily digestible.

Two old-fashioned favorites come to mind—lemon snow, which is simply lemon gelatine built up with an egg beater to a mass of bubbles, further aerated with beaten egg whites, and served with whipped cream—and floating island, boiled custard made from egg yolks, served with "islands" of flavored, beaten egg whites on top. And here is the recipe for another one, whose glowing amethyst color will look very "partyfied" in your best parfait glasses.

### Grape Juice Chiffon Dessert

- |                              |                               |
|------------------------------|-------------------------------|
| 1 tablespoon                 | 3 eggs                        |
| gelatine                     | $\frac{1}{4}$ teaspoon salt   |
| $\frac{1}{4}$ cup cold water | $\frac{3}{4}$ cup grape juice |
| 2 tablespoons                | $\frac{1}{2}$ cup whipping    |
| lemon juice                  | cream                         |
| $\frac{1}{2}$ cup sugar      |                               |

Beat egg yolks slightly and add lemon juice, sugar and salt. Cook in double boiler stirring constantly until mixture thickens. Remove from fire, and add the gelatine that has been soaked in the one-quarter cup of cold water. Stir until dissolved. Add the grape juice and cool. When the mixture starts to stiffen, fold in the stiffly beaten egg whites. Pour into greased molds or pile in parfait glasses. Chill again and serve, topped with whipped cream. Maraschino cherries make a pretty garnish, or you might use peeled tokay grapes. This will serve six to eight persons.

Here also is a delicious appetizer with a zippy fruit tang, that makes a most enlivening beginning to your dinner:

### Spiced Pineapple and Grape Juice

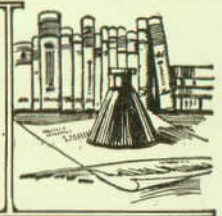
- |                                |                            |
|--------------------------------|----------------------------|
| 1 pint unsweetened             | 3 nutmegs                  |
| pineapple juice.               | 2 sticks cinnamon.         |
| 1 pint grape juice             | each about 2-in.           |
| $1\frac{1}{2}$ teaspoons whole | long                       |
| cloves                         | $\frac{1}{2}$ orange rind. |

Break the nutmeg into pieces with a hammer, and cut the white inner skin from the orange rind. Combine ingredients and cook slowly for about 10 minutes. Strain and serve cold. Serves six persons.





# CORRESPONDENCE



## L. U. NO. 8, TOLEDO, OHIO

Editor:

Once again this local has been paid a visit by the Grim Reaper. This time he pulled the time card of our good friend and loyal Brother, Ashton Velliquette. Brother Velliquette had been burned very severely in an explosion and passed away on November 28. He left behind him to mourn his passing four children in addition to his wife. It is the sincerest wish of the members of this local that as time passes and their present poignant grief has lessened somewhat, that his family may derive some small measure of comfort in the thought that he has left a world full of trouble and tribulation to enter into the kingdom of eternal rest and peace.

On Thursday evening, November 19, an "old timers" party was held in the Tower Room of the swankey Hillcrest Arms Hotel, sponsored by the Toledo Electrical Contractors Association. This party was exceptional in that every branch of the electrical industry had a representative present. Supply dealers, contractors, fixture manufacturers, city inspectors of the electrical department, and wiremen were gathered together in one room for the first time in the history of this local. A very pleasant time was had by all present. A buffet lunch with plenty of liquid refreshments was served. During the course of the affair one of the oldest contractors in the city, from the point of business years, was presented with a purse of \$250. The gentleman was Harry Fowler, who started in the electrical contracting game about the time that electricity was first put on a commercial basis. The affair was a huge success, there being some 300 persons present.

The holiday spirit is very noticeable this year. Nearly all business firms in this vicinity have announced Christmas bonuses ranging from \$10 up to \$100. The only dark spot in the otherwise sunny outlook is the strike staged by the Flint Glass workers at the three plants of the Libbey-Owens-Ford Glass Company. So far it has been very peaceful, being one of the "sit down" variety. There is no telling when it may turn into something else. This local has about 50 of its members working on new construction at these plants at the present time and we have no desire to have this strike to continue for any length of time.

Our old friend, the "Duke," must have something wrong with his alimentary canal, judging from the remarks he made recently anent the correspondent from this local. His thinly veiled sarcasm is a sure sign of approaching senility. The whole trouble with him is that he has hogged the spotlight from this neighborhood for so long that he has become like the dog in the manger. He does not want anyone else to get any of it. But, however, the holiday spirit is here so he is forgiven, but don't let it happen again.

Some of the boys got a chance to overhaul their ice boats and get some of that exhilarating sport this last week. The ice on the Maumee River and out in the bay is now about six inches thick. All of the lake boats that make this city their winter port have dropped anchor and, as is usual, will undergo necessary repairs. It is claimed that every boat that lays up here has an average of \$6,000 worth of work done. With over 100 vessels tied up here, it means a lot of work this

## READ

Modern boomer tells all, by L. U. No. 567.

Labor does a job in Windsor, by L. U. No. 773.

Cleveland comments on standards, by L. U. No. 38.

Los Angeles buys private plant and is now 100 per cent municipal, by L. U. No. 18.

Opinion on seniority plus, by L. U. No. 1105.

Organization for power plant men, by L. U. No. 329.

What rail men voted for, by L. U. No. 794.

Epistle appropriate to New Year, by L. U. No. 245.

These glowing accounts open wide the gateway of the New Year with promises of much achievement to come.

winter. Hoping all of the Brothers had an enjoyable holiday season, will sign off, "30."

BILL CONWAY.

## L. U. NO. 18, LOS ANGELES, CALIF.

Editor:

Well, Mr. Editor, and everyone else who reads this article, we went and did it. In my article of the November issue of the JOURNAL, I told you that about December 1 we were having a bond election to purchase the electric system of the Los Angeles Gas and Electric Co. The price to be paid was \$46,340,000. It was really a stupendous price to pay, but as I have previously stated, we are very pro municipal ownership here in our city. With the help of our friends we put it over at the rate of three-to-one. Not a bad showing for such panicky times!

In fact, we just felt that we had to step out and get that old worn out electric plant, so as to have a place to distribute more of that cheap power from Boulder Dam. It may sound strange when I tell you readers of this article that this bond issue will not cost the taxpayers of our city one cent. The reason is this, the electric system of the L. A. G. and E. is already a big going concern, doing a large business. Their last financial report showed a net of over \$3,000,000, and net for a corporation is the least they have to report; their big item of expense is deterioration, you know. After all, a corporation has to pay dividends. The dividends of our municipal go right into the pockets of the consumers and the deterioration on the city-owned plant is not figured in for rate-making purposes, therefore it doesn't reach the proportions that a private corporation does. The bonds will be sold to mature in about 20 years, so you can readily see that it will not cost us a single penny.

According to big business men our city is sure to double its present population in the next 10 years. If it does, and we stay wide awake, we can be one of the largest

locals in the Brotherhood. We have done quite well the past three or four years, and I am quite positive that with our present set-up we will continue to go forward. I understand that our local, and the Bureau of Power and Light have agreed on a monthly scale of pay for all regular employees. I am told it provides for a slight increase in pay, but not being familiar with it, I will withhold comment and will try to get the low-down on it for the next issue of the JOURNAL.

And now we had so many nice articles in the December issue of the JOURNAL that I just have to comment on some of them. First of all, "The Forgotten Man," and on the opposite page, "America—On Its Way." Both of these are truly masterpieces. And by all means, Brothers, don't miss those editorials, they are very educational, very enlightening. The article on page 506 by our own editor, G. M. B., gives you the real dope on the A. F. of L. meet; more articles like this, and some of us dumb ones could wise up a little.

On page 509 is a photograph, the very image of most of the members of the notorious Merchants and Manufacturers Association of our otherwise fair city. "Casey's Chronicles," by Shappie, we always enjoy his stuff. Bill Conway, of L. U. No. 8, Toledo, I take off my hat to you! I have been reporting some of the largest things in the world for quite some time, but you come in and spoil me. There are two things you can never beat us on; first, our municipal electric plan; second, this is the home of the largest grafters in the universe and you can never get that title away from our bailiwick. And now, Brother Leo L. Baltazor, of L. U. No. 83, your suggestions as to the three locals getting a place out of the high-rent district are out of step with our line of thought. Local No. 18 is one of the largest holders of stock in our Labor Temple. Wouldn't we be a fine bunch of nitwits to get up and move away from our own investment? The Labor Temple is the home of about 75 different organizations, why not move back here yourself?

My good friend from L. U. No. 211, of Atlantic City, gets his Corona working once again. Good stuff! I surely miss you when my JOURNAL arrives and you are not there. The Duke of Toledo, you tell them, you sure had a nice article the last time. R. J. Gant, of L. U. No. 409, Winnipeg, your rate of 1 cent per k.w.h. is miles too high, we have a domestic rate for water heaters of ¾ cent per k.w.h. and our power rate drops away below that in large blocks. And congratulations, L. U. No. 799, Miami, Fla. That's what I am myself, we bridge tenders will have to stick together.

Will have to bring this missive to a close as I have possibly overstepped my allotted space already. Thanks to the editor for past favors.

J. E. HORNE.

## L. U. NO. 26, WASHINGTON, D. C.

Editor:

Hello, my friends and Brothers. Preparations are going ahead to make this Presidential inauguration the best and most colorful event of all the inaugural receptions in the history of our country.



There is a rumor on Capitol Hill of a maximum hour and a minimum wage scale which may be introduced in Congress, to be enacted into law. The maximum hours may fit our taste and the minimum wage may have the effect on sweat shops and chiseler merchants, but the wage may not meet our living wealth. The latter is a question, let us hope, which will be settled to the satisfaction of all concerned before enactment.

We are still pushing ahead for shorter hours and better wages. I don't profess to be an authority on economics, but taking the elements that have been taught to me in the study of the principles of economics, at the National University Law School in Washington, D. C., I am able to state to you that by doubling the quantity of money, and other things being equal, prices will be twice as high as before and the value of money one-half. Halve the quantity of money, and other things being equal, prices will be one-half what they were before and the value of money double.

That an increase in quantity tends to lower value is a proposition which holds good with all commodities. The value of money is high when the general range of prices is low, for a given amount of money will then buy more of the necessities of life. Its value is low when the general range of

prices is high, for a given amount of money will then buy less of the needs of life. The problem today is that money in quantity has increased, but has not been fairly distributed to labor and the commodities are equally high in price, thereby placing the wage earner in a different position.

My friends, here are more facts that reasonably lead me to believe that shorter hours with an increase in wages should prevail. One of the great drawbacks to labor recovery today is money lying idle under control of industry, out of circulation.

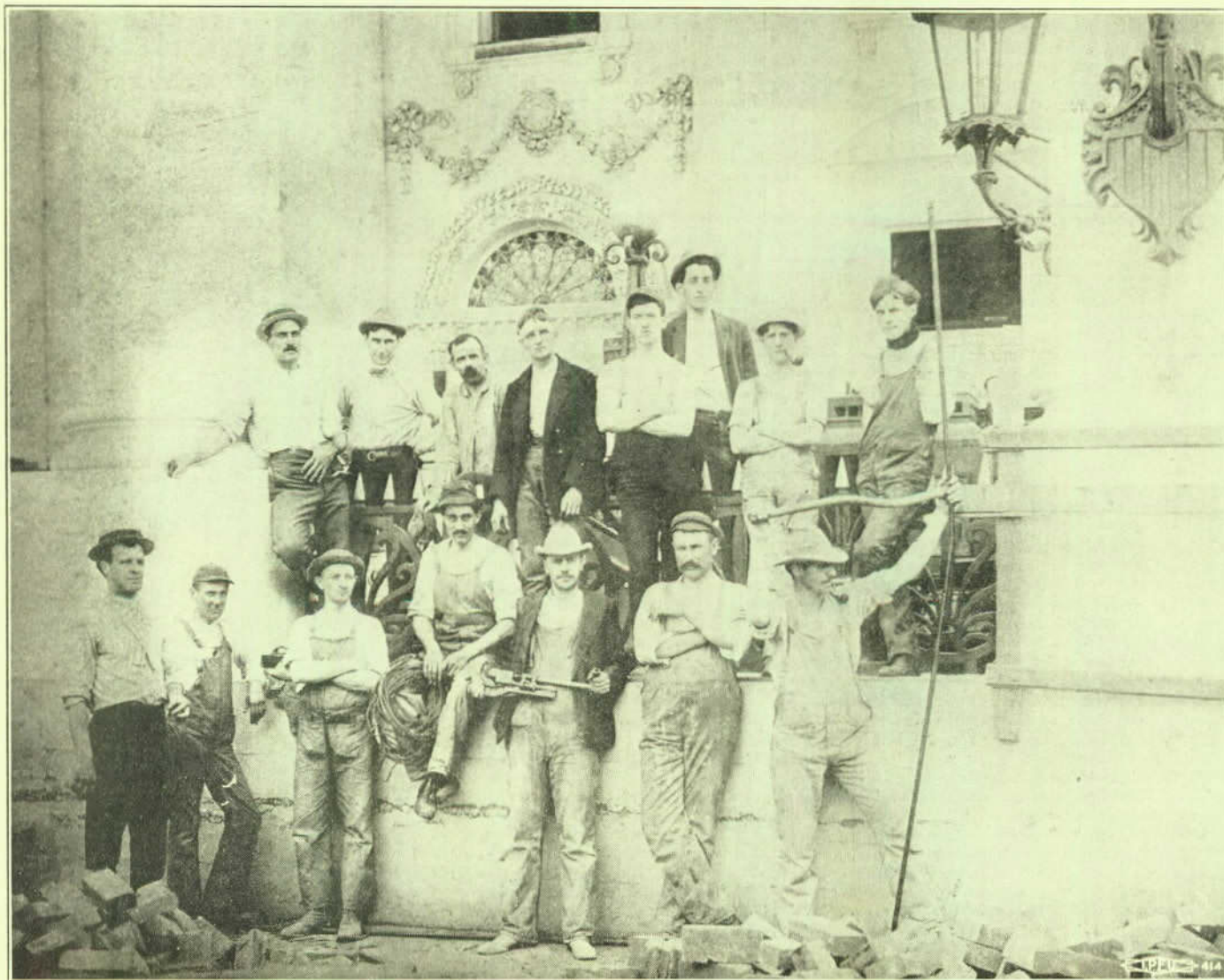
You have noticed private industry in general has dished out to employees large bonuses, a 10 to 25 per cent raise in wages, and dividends to stockholders. This money prior to distribution, as you know, was held out to become undivided profits and was untaxable until our present administration, through the passage of legislation, placed a tax against this money which forced this distribution through the medium of law, or else explain the reason and pay the tax.

This money, while frozen in the hands of industry, played a major part during the depression, whereas labor should have enjoyed this money through its circulation. Now that this money is going back into circulation slowly it becomes our right of action and opportunity to enjoy and regain what

has been denied. When money circulates rapidly many people have the use of it, jobs and business increase, but when money circulates slowly or becomes frozen, few people use it and jobs and business decline and people out of work cannot get money or credit, and not having money or credit they cannot buy what they need, merchants cannot sell, and unemployment is created.

Another element we must regain is the education of the youth within our immediate family. These young people have a right to education, but in the event the head of the household is denied employment youth's right to education is denied. Youth will not tolerate a continuation of denial. They are encouraged to turn to communism and violence because the education, which presents opportunity to secure and follow the work that suits them best, is denied. After all these youngsters represent the future America.

In January, 1936, in a preliminary report on employment, education and delinquency, it was shown that approximately 5,500,000 youths, 16 to 25, were unemployed and out of school and that 2,875,000 youths had recently been on relief. You must admit that a large number of these youngsters are children of members within our organizations. Thank God for the sake of future America



ANOTHER WHITE HOUSE CREW

October saw the publication of the 1936 White House crew from the ranks of Local Union No. 26. Here is one dated 1902, a striking and valuable old photograph. Note Hood Hoover in back line. He became famous Ike Hoover, author of a book describing life with seven presidents. Left to right, front row: C. M. Maxwell (foreman), a material boy, H. D. Moyer, E. W. Rogers, — Pratt, H. Whelan, J. C. White. Back row: Mr. Murphy (superintendent), Hood Hoover (White House electrician), W. E. Bolen, Gus. Wright, W. E. Burke, E. K. Mackintosh, J. M. McQueen. We haven't the name of the other man.



these youngsters are slowly resuming their education, which is largely due to the partial rectification of depression principles. These youngsters should not be denied education because of this fact: "Who serves progress serves America."

One third of our lives are offered and given to hard labor to serve progress and I am sure we are in return entitled to a fair consideration and within our human rights in our demands for the chance to enjoy life in the form of better living conditions, better housing and more of the necessities, comforts and luxuries of life; steadier work, more certainty of a job and more security for old age. These are the natural desires of every human being. They are the progressive objectives of American labor. These wants can be made available, thereby creating in the home good environment and a place in the social and civil life of the nation.

Here is a brief resume of social and labor conditions since the Revolutionary War, down to the present time. There never has been an era of opportunity throughout our American history more opportune than the present time to get and make permanent our human necessities. Before the American Revolution there was no titled aristocracy in America at one end of the social scale, nor was there a mass of oppressed peasants at the other end gaining a bare existence off the land of the nobles. There were as yet no huge cities, where luxury and destitution lived side by side. There were wealthy merchants and planters who lived in fine mansions and expected and received the deference of the common people.

In 1800 we begin to notice a change in social conditions. The movement and mingling of population, the immigration from Europe and emigration to the West was rapidly breaking down the social privileges and prejudices of sections of our country. At the close of the second war with England there was a rise of the labor class. Trade unions were formed, strikes occurred in various cities. In a national convention at Philadelphia in 1833 the laborers formulated demands for higher wages, shorter hours of work, abolition of monopolies and better conditions in shops and factories. During the Civil War we find the inventions and improvements, the reaping machines and factory sewing machine which played a great part in production by enabling one to do the work of 20, thereby freeing tens of thousands of men for service in the army ranks. After the war, however, even with the huge profits earned by big business through these inventions, there were no jobs for these men. With the sharp rise in prices which the war created and the tightening of capitalistic control, labor began to suffer, and then labor began to properly organize.

Labor saw the split widening between capital and labor and the masters of industry growing rich rapidly. Labor was not getting a fair share of the wealth which it was producing as is the case today. Labor and capital were uneasy, labor strikes prevailed throughout the country up until President Cleveland's time, when an effort, without avail, was tried by him to have legislation passed whereby a commission of three would be appointed to bring the dignity of labor and capital to an understanding. Uneasiness continued up until 1913, when labor received a break in the form of legislation such as the Clayton Act, relating to restricted injunctions against labor unions. Also the Newlands Act, which set up a board of mediation and conciliation to persuade the parties in labor disputes to resort to arbitration. These acts gave labor a place at the round table.

During the World War labor assumed an important part which it had never had be-

fore. There was a shortage of skilled labor, which forced the capitalist to steal labor from his neighbors by bargaining and offering labor higher wages and excellent conditions. But after the war things were not so favorable to labor.

It seems labor wore the crown during the periods of every war and then went a-begging between the war periods. Wages, hours, prices and capitalistic control, in my mind, should and can be worked out to fluctuate with modern progress in order to meet the necessities of all peoples.

VICTOR A. GERARDI.

#### L. U. NO. 28, BALTIMORE, MD.

Editor:

The executive board has embarked on an ambitious program of education for the membership. This program is for the purpose of educating the boys, not only in their own trade but constructing a solid foundation for the purpose of branching out in a field that is somewhat new but still belonging to us.

Quite a bit of expensive equipment is now being assembled and installed by the students and an instructor has been procured. The boys have joined wholeheartedly in the plans of the executive board and their enthusiasm is so great that all who wish to study can't be accommodated. This augurs well, and we hope will continue throughout the course. A lot of hard work is ahead and the board will keep a close watch and will weed out delinquents without ceremony. This is as it should be.

The executive board certainly deserves a great deal of credit and the business manager, as well, for this progressive move. Too much praise can't be given them for their excellent work.

Once before we had several classes taking up various courses but had to be discontinued due to the depression. Let's hope this will no longer be necessary from now on.

It is with regret we noted our old friend and loyal member, James Burke, passed away. We are sorry to be so late in making mention of this, but it just came to our attention. "Jim" was a true union man and greatly liked by the boys. He was gifted with a rare sense of humor and homely philosophy. When he spoke at meeting he was sure to get the immediate attention of the membership. L. U. No. 28 suffers a great loss in Jim's demise.

The sick list still contains the names of a number of the boys, including James Stickler, who is down with "rabbit fever." The sick committee deserves lots of credit for their good work and close attention to their duties.

At one of our meetings we were given an enlightening and educational talk on the union label by McHenry of the label trades. Brother McHenry is a gifted talker and puts his arguments across very well. His talk urged all to use union labeled products. A point certainly well taken.

The business manager brings in his reports at meetings which are as interesting and progressive as ever. He has some interesting plans which are to be put into operation at the proper time. Future prospects are very bright and things look rosier than for many a day.

The various delegates certainly are attending to their duties, judging from their reports to the body.

A move is on foot to standardize the work-

ing time of the various crafts (the hour when work begins and ends in a workday), and also the various holidays. This ought to make for greater harmony and efficiency between the various trades.

Seen-at-Meetings Department: The old apple knocker, Bill Ebaner, of coon and cat fame; Frank Klein and his evil odored pipe; Reds Winterstein, who has graduated into quite a self-possessed speaker. Reds can outtalk a person on any subject, especially — John Parks, who favors Armistice Day for a holiday, instead of election day, because he says he is no politician. Pete Hefner, who strongly favors a three-day week of four hours each. Henry Maas, of imported cigar fame, who can take it but can't smoke it. Cliff Higgins, who leaves our midst soon to work for Uncle Sam.

We were treated to a little skit on the Social Security Law. Some of the boys claimed there was a strong odor of ham. Did they insinuate that ham actors were present?

Brother Ray Bech extends greetings to Frank Ferguson, of Brooklyn, N. Y.

The scribe extends greetings and thanks to Slim Manuel and his wife.

With best wishes to the membership and officers of L. U. No. 28 and the Brotherhood for a very happy New Year, we remain, the scribe of L. U. No. 28.

R. S. ROSEMAN.

#### L. U. NO. 38, CLEVELAND, OHIO

Editor:

In reference to the article in the December WORKER by Dewey L. Johnson, concerning the electrical codes in the electrical industry, we wish to call to the attention of the members and locals of the Brotherhood that here in the city of Cleveland we had a similar experience. We have an electrical code here that is 20 years old and we figure it is obsolete.

Last July Local No. 38 passed a working rule pertaining to all residential work, a standard of workmanship for members of L. U. No. 38. Before July the work was running wild as far as the amount of outlets installed on a circuit was concerned; in some cases as many as 12 and 15 outlets to a circuit.

We felt that we had to remedy this situation in order to protect the owner or customer. As you know the general contractor does not care what kind of an electrical job he gets, just so it is at a cheap price. So we put the following standard of workmanship into effect, and we wish to state that so far our members are co-operating with us 100 per cent and are well satisfied.

#### Standard of Workmanship on Residential Work

1. Journeymen must be furnished with tabulation sheets or plans showing the amount of outlets on the job.
2. All work is to be laid out by the journeyman.
3. Original plans and specifications must not be altered except to improve the electrical work for the convenience of the customer.
4. Journeymen must call in jobs before starting.
5. Under no consideration shall there be less than two journeymen on the job. This means from start to finish of the job on the rough-in.
6. On finishes there must be two journeymen on jobs where it takes over eight hours of labor.
7. All finishes must be called in to the union offices. This is important.
8. Journeymen must test out all jobs they are working on before leaving same. This applies to rough-ins and finishes.



#### DIAMOND-SHAPED BUTTONS

To wear in your coat lapel, carry the emblem and insignia of the I. B. E. W. Gold faced and hand-somely enameled. \$2.00



## Watts Per Outlet

	Watts per Outlet
1. Bedroom ceiling outlets.....	100
2. All brackets and porch outlets.....	60
3. Basement ceiling outlets.....	60
4. Closet outlets.....	40
5. Clock outlets.....	40
6. Hall ceiling outlets.....	60
7. Bath room ceiling.....	100
8. Kitchen ceiling outlet.....	100
9. Breakfast room ceiling outlet.....	100
10. Living room ceiling outlet.....	200
11. Dining room ceiling outlet.....	200
12. Recreation room ceiling outlets.....	100
13. Base plug outlets.....	180
14. Kitchen ventilating fan outlet.....	180
15. Laundry ceiling, ironer and washer must be on a separate circuit.	
16. Bath room heater must be on a separate circuit with No. 10 wire.	
17. Furnace outlet must be on a separate circuit.	
18. All high tension wiring 110 and 120 volts on furnace proper must be installed in rigid conduit.	
19. Electric range must be a separate circuit with no less than No. 6 wire and installed in rigid conduit with 60-ampere safety switch, same to be connected before leaving job.	
20. Kitchen and breakfast room plugs must be on a separate circuit.	
21. Garage must be on a separate circuit.	
22. Radio ground must be grounded to water pipe in basement and not on neutral wire.	
23. All feed wires of No. 8 and larger must be installed in the correct size conduit.	
24. The correct size feeds must be installed according to the number of circuits in the job—such as No. 10 wire for eight circuits and No. 8 wire for 10 circuits. You are to figure two and one-half amperes per circuit, over 10 circuits. Watch this closely as it is important.	
25. The main switch must be heavy enough to carry full load of all circuits figuring 750 watts per circuit.	
26. All connections must be made on main switch before leaving job.	
27. All service entering building must be installed in rigid conduit and secured to building.	
28. At no time must there be more than 750 watts per circuit.	

We of Local No. 38 feel that we are making a great deal of headway by insisting on doing a good class of work regardless of any inspection department and we know that all of our members feel the same way. We wish to take this occasion for the officers of our local to thank our entire membership for their help and full co-operation in putting these rules across. We feel that we have made a good start with more improvements coming in the near future.

The Cleveland Press, one of our daily newspapers, has seen fit to write articles on our standard of workmanship, condemning us for not doing our work according to the city code, which, as stated before, is 20 years old and obsolete. Such articles do us no harm. They show the public that union electricians will not do a poor or hazardous class of work.

Since we received this publicity, the city has taken a proposed code that has been lying in committee of the city council, out of committee, and at this time is trying to rush it through council. We now have a code committee investigating this proposed code to see whether Local No. 38 will approve same. The writer feels that if all the locals will take the same stand as we have here in Local No. 38 it will be only a short time until we have a local and national code that really will amount to something.

It is up to the members and officers of the Brotherhood to jump into this fight in order

to get anywhere with the class of work that should be done.

As mentioned in Dewey L. Johnson's article, the large commercial groups do what they want to, and are lowering the standard of workmanship in the entire electrical industry in order to chisel and stay within the law. And most of us stand idly by and take it or say "Let George do it." The only trouble is there are not enough "Georges."

That is enough about codes, but we do wish Mr. Dewey L. Johnson all the success in the world in his efforts along the lines he is working in order to make this a better and bigger industry.

Local No. 38 has moved to its new quarters and has a very fine and up-to-date office. We had a house-warming and what a party! Some 1,500 people attended, all refreshments were free. It does one good to see our honorable president, Joe McNeil, stepping around and being the host. Anyone who knows Joe realizes that he takes that president's job very seriously. He always has his nose in a book studying parliamentary laws. In fact, at this time he knows his stuff. He can give it and take it. One knows that with Joe in the chair they are always going to get a fair and just decision. It is a pleasure to go to meetings just to see Joe perform. The same applies to him when he sits as chairman of the executive board. He is always for the member who is in trouble, and always wants to know all details before passing on any decision.

Our last Monte Carlo party was a huge success. Leave it to the women to do the gambling. They just forget all about their husbands or sweethearts when there is a money wheel spinning.

Well, the writer will "barrel up" for this month.

H. J. BUFE.

## L. U. NO. 53, KANSAS CITY, MO.

Editor:

The election is over and some of the dudes here are so strong for President Roosevelt that they are even giving him the credit for the fine warm days we are getting, so it's Godspeed to recovery that has been just around the corner for so many years. It now looks as though we have at least located the corner.

Can the Brothers imagine the writer doing his stuff on Christmas morning, without ice or towel around the old bean? Well, to tell the truth, I can hardly imagine it myself, so after being put on the pan by several of the Brothers at the last meeting, for neglect and failure to do my duty as press scribbler, I herewith go to press.

Things seem to be getting back to normal with great strides the last few months and it looks as though the day of the worker is slowly adjusting itself. After all, that is the prime factor to real recovery, keep the worker on the job at good wages and the money is then and there put in circulation and in my mind the circulation of money or the lack of circulation is the key to prosperity.

The Board of Public Utilities is about to construct an addition to its light plant which, when completed, will be one of the best in the West. The contracts are being let and it is expected to start looming up very shortly. Brothers Burkrey, Odell, Delany and Swede Swenson are members of the local's quartet and they surely can warble, with voices as soft as a golden canary and as harsh as a crow, especially when I am behind with a letter for the WORKER, and I trust these few lines will be noticed by them all.

Well, here is wishing for the best year in decades and that 1937 will find ourselves, as well as the entire country and nation, so busy with the progress of the nation that we will

not have time even to think of war, let alone suggest such a thing, and that organized labor will come out on top with flying colors!

H. L. SCHONE.

## L. U. NO. 212, CINCINNATI, OHIO

Editor:

At the present moment I am open minded on the question of New Year resolutions.

I feel that if a satisfactory agreement could be reached with all parties concerned regarding the various points at issue there would be no good reason why they could not be carried out.

Our weakness lies in the fact that too many of our personal friends are involved causing us even at the time these resolutions are entered into, to have very little desire to keep them and in a short period of time we realize that no honest effort whatsoever has been extended to prevent the breaking of a single one of them.

Any day now I'm liable to fall down completely on the only remaining one of a very few entered into by myself, even at this early date with January still to be torn from the family calendar.

Every place I go someone has just discovered some new concoction. Then you must sit around trying to appear perfectly contented in an effort to promote pleasant conversation, but it just don't click.

A recent Saturday evening found me in a spot where they drag out the poker chips as a starter and in a little while ask everyone to name their poison, just one of those friendly, homely places where everyone has a rip roaring time excepting the fellow who is carrying around his New Year resolutions.

My biggest handicap here was that I could not pair up with a soul who was traveling over the same route as I was.

I recalled how, a few years back, we all fought to bring about repeal, and now a fellow must face a situation of this kind.

For quite a while after making these resolutions the majority of those whom you contact realize that you are only kidding. But what gets me is that pitiful, far-away look in the eyes of your close friends when thrown in their company. This in itself is sure to weaken anyone. As yet I have failed to determine whether this look signifies sympathy or that possibly your case should be probed in some legal manner whereby your mental status (which perhaps always was questioned) could be passed upon and settled for all time.

Obviously it is going to be difficult to carry on, as I find that after four or five hours a fellow gets tired of talking and listening to himself, with the rest of the gang so far in advance of him. In any event, I think we all do fairly well. I know that all of my fellow workers and other friends live a clean life and are hard-working, honest, law-abiding citizens and I'm sure we can all find a reasonable amount of good feeling in that thought, so I have reached the conclusion that the making of New Year's resolutions should be passed on to those as young as 16 and seldom over 25 years of age, who are continuously in the clutches of the law and have made crime the game of youth.

Some 30-odd Christmas greeting cards received by myself from Brother members should not pass unmentioned, so I gladly use this space to acknowledge, with sincere thanks, the receipt of same. I think my personal mailing list carried all you fellows, and it was not my intention to miss a one, if however, you failed to receive my best wishes it was possibly due to change of address.

Extending to everyone my sincere wishes for a very, very prosperous and happy 1937, I remain,  
THE COPYIST.



## L. U. NO. 245, TOLEDO, OHIO

Editor:

Good-bye, 1936! Hello, 1937! But before bidding 1936 farewell, first let's consider what you've done for us. You have been faithful to us. You succeeded in fulfilling practically every promise that you made. You have watched over our affairs. With your help, labor has made history. The right of collective bargaining has been retained. Our membership has increased. Still with all your co-operation and assistance we have made enemies. We have had the fundamental principles of the A. F. of L. questioned. We have had intruders on our rightful claims to the right to organize labor, by chartered organizations recognized by our own international federation of labor prior to your interception. My dear Mr. 1936, during your one year of power the rights of our organization have been tampered with, thousands of potential members of various labor organizations have been misled into joining non-democratic labor unions. The situation is at this time getting critical.

Here in Toledo we have a fair example of what to expect should this rival army become offensive instead of defensive. We have hundreds of men and women walking the streets, employees of several glove factories, and two large factories of the Libby-Owens-Ford Glass Company, all participating in what is called a sit-down strike. These thousands of workers were receiving wages and conditions that would appear to other workers to be fair, and 80 per cent of whom through personal contact don't seem to know what it is all about, yet are loyal enough to remain true to their obligation. But where will it end? These men and women have families. Other industries have already started to swallow them up. They must and are willing to work. Some of them were holding down their first real job in years of depression.

What's to be done? Labor's ranks are being split up. The government at this time is backed by labor. This fly-by-night organization opposing our rights is daily enrolling thousands of recruits who never before had realized the importance of belonging to a trade union but who, too fast, become strong enough to think and act collectively. And they are being generated by smooth-tongued orators who in my own opinion would go the limit to gain control of labor and who have entrenched themselves by tying up the glass industry which will in time tie up the entire auto industry, throwing thousands of workers on the picket lines. Our own fields will have to absorb those who cannot afford idleness, causing an oversupply of labor. And that never was any good for us.

Will it be necessary that Congress take a hand to prevent in this land of plenty what is now taking place in Spain? Two factions of the poorer classes are slaying, starving, burning and ruthlessly murdering innocent men, women and children, simply because they opposed the others policies. Could that happen here? You know it could. And will, if something isn't done soon to curb this wholesale organizing of our workers into this labor union without a parental backing.

Unless Congress enacts laws making collective bargaining unlawful, unless the group is recognized and receives a charter from the American Federation of Labor, or unless laborers themselves start picketing plants where the management permits this condition to exist, that trouble in Spain may decide to make a non-stop flight across the Atlantic sometime, and just try imagining two groups of red-blooded Americans facing each other across a firing line.

Our company here did not disappoint us this year at Christmas time, only instead of calling us all together the day before Christmas, as was the custom always before, and wishing a merry Christmas to all their em-

ployees, they used a more modern method this year. Upon arrival in our respective bases we as well as the public were greeted with a huge electric display with the season's greetings in hundreds of lights, yet some of the boys seemed to think that a personal greeting from their foremen would have been more appropriate.

A good time is promised for all who attend our party at the Swiss Hall, on Saturday, January 23. Our entertainment committee has worked hard to make this a grand success, so I'll be seeing you. Jimmy Lee is chairman of this committee and with men like George Maiberger, C. James, Charles Neebs, W. Witte and Oscar Buchanan helping with the party it should be a grand affair.

Frank E. Clark, of 658 Berry St., Toledo, informs me that he is not getting the JOURNAL. Arthur Hoffman wishes his address changed from 5985 Lakeside to 540 Myers, Toledo. Fred W. Sporleder, formerly of 1834 Stahlwood Ave., Toledo, wishes his address changed to R. F. D. No. 1, Sylvania, Ohio.

On rainy days we devote our time to teaching our chief grunt, Dale ("Speed") Noggle, the art of tying knots. He not only can tie a bowline now but amazes us all by tying some that even he cannot untie.

EDWARD E. DUKESHIRE.

## L. U. NO. 265, LINCOLN, NEBR.

Editor:

This is my first experience at writing for the JOURNAL, as I have just been elected to the job of correspondent for our local.

I don't know what would be of most interest to the boys, but will do my best. We have been trying to improve our organization that the depression left in pretty bad shape, as some of our boys were forced to try their hand at various jobs in order to make a living. I guess all of the locals have had the same experience. We feel highly elated since our last meeting, December 3, as we just signed up two more shops and are increasing our membership in fine shape and hope all the boys will soon be on full time before long. Although we are not importing any men from out of town, our outlook is better than it has been for the past five or six years. We have a bad condition in our fair city that is hard to overcome,

inasmuch as over 50 per cent of our licensed electricians are working from their homes, and if you don't think that is something you should try it. If any of the boys have any suggestions we would like to hear them. They license the journeyman instead of the contractors and that is the cause of it. We hope to be able to have it changed sometime if we can and sure would be glad to hear from some other local that has had the same thing to cope with.

Will try to have something more next month, so for this time, best wishes and a happy New Year from L. U. No. 265.

B. H. RAMSEY.

## L. U. NO. 326, LAWRENCE, MASS.

Editor:

## The You in Union

In the beginning there was no organization. We have Webster defining the word as, "The joining together of two or more that they may better advance their interests," as a group rather than as individuals. Human beings are not alone in this, for we find many of the wild animals doing the same thing. As a group they gain strength in numbers. The very action itself is a preservative measure. The first man was a weak subject in the beginning, nature never gave him claws and fangs, acute sense of smell or hearing, he had to organize to live. The first family was the beginning of organization, as naturally their thoughts and actions were for themselves as a group. Families joined families, more organization. Groups of families banded together into clans or tribes. Tribes living in the same localities in time of war and conquest again joined together, at least long enough to carry out a defense for themselves as a group against the wild beasts and in war that they might gain strength to hold what they had, or to attempt to subject others to their rule. So we find the strong overcoming the weak until the strong controlled the territory in which they lived. Nations were formed, more organization. You have come a long way since then, but the same old reason, under perhaps other titles, still gives you cause to organize. The strong would still rule unhindered as of old, if you and those before you had not met aggression with a united fighting front. Even today you can't afford



Left to right, back row: "Wild Bill" Hogan, George Gordon (electrocuted 1927), Jack O'Neill, Steve Flanagan, "Noisy" Hanlon, Mike Bowler, John Lowe (deceased), "Shorty" Ross and the Wild Heron from Bucktish, "Roxy" Finethy. Kneeling, front row: "Skeets" Holland, "Shonk" Keenan, Harry Burke (electrocuted 1928), Hans McCarthy and Louis Cyr (deceased).



not to be organized. At least your families and dependents deserve that much at your hands.

Big fish have always eaten and grown fat on the little ones. Who wants to be a little fish? We're suckers often enough. No man's family or those dependent upon him should be at the mercy of the few, who force him to work for a pittance and few of life's good things, but they won't be if you are organized. You as an individual approach the throne with a meek and threatening attitude. It doesn't get you anything either way. You've already had two strikes called on you, when you came up to bat. You wouldn't have been employed at all if the boss hadn't needed help at the time. They don't hire you because of brotherly love. That's strike one. If the need of you should cease you'd be fired without notice, though you would be expected to work a time if you wish to quit of yourself. That's strike two. If you happen to come at a time when the boss is having his troubles (sure, he has them, also), why you're very apt to get a very short answer. You are only one of many and your being off the payroll does not cause much confusion.

But what a difference if your case is brought forward by your duly elected agent, backed by the strength of your organization, of which you yourself are an active member. If the boss is too busy he will make a conference date and you and yours get a hearing. Not because it's you, not because it's your agent, but because it's your organization that is speaking and if they quit work it would cause some ripple around the place. Yes, in union there is strength. Of course, the individual case is oftentimes submerged in the action benefiting the group. But that's what you organize for. All for one, one for all.

Business is conducted as a wealth-gaining action, not as a charity. Therefore, the low wage, poor conditions, are the main line of attack. You need the work and wages, you get them at business' terms, not yours, if you stand alone. The battle of wits and flow of words which take place between the representative of an organized group and the employers goes on all the time. You yourself would give up in disgust but the agent has to go through with it, for you've wished it on him. Most employers will grant many conditions which benefit you physically but not financially. Better conditions are always welcome but you could help your own selves more if you got something in the pay envelope. The workman should be worthy of his hire and in the other way around, the hire should be worthy of the workman. You have not finished your end of it when you send your agent to the front. You have to give to him your whole support. His actions are governed by your vote. In open meeting you should speak your mind there, not outside or later. You should know what you are going to say, say it in few words and sit down, for many have thoughts they wish to put forward. But if you sit and cross-talk with your neighbor and vote automatically when the vote is called, you have no one but yourself to blame if later you are informed that something distinctly opposite was passed than the original motion. Amendments creep in. Just because your monthly dues are paid don't make you a fine union member. You have got to work for it and attend its meeting, be in the thick of it. You often express the wish that you knew what was taking place in the committee meeting, etc. Well, "Everybody's business is nobody's business." You helped to make the committee membership. Do your own bit and see that the other fellow does his.

Because things, as you see them, apparently are going along fine as to your demands, does not make them so. Eternal vigilance is the price of safety. Much has been lost to labor due to the indifference of its members. Be alert, use your right to be heard and do not

abuse it by foolish chatter. You have gained much. Hold it. We have the Wagner Bill left out of the many things that Franklin D. Roosevelt got us. So we still are within the law (there was a time when many considered us not so) to bargain collectively with our employers. We must and shall be heard. It's up to you, and you and you of the unions to get what is rightfully due you—the Supreme Court notwithstanding.

In the Merrimack Valley of New England the right to bargain has brought much to the members of re-organized L. U. No. 326. Its membership is growing fast and embraces much territory never expected to be even partly organized. The members are all big You's in their local, all vitally interested, blessed with an aggressive business agent who in turn is given hearty support. L. U. No. 326 will go places. Watch us!

You's be alert, support the officers (as in the past), and what your union stands for, with organized effort toward a chance at a better living with a job that pays and decent conditions.

"Por."

### L. U. NO. 329, SHREVEPORT, LA.

#### Darkness on the Delta

Editor:

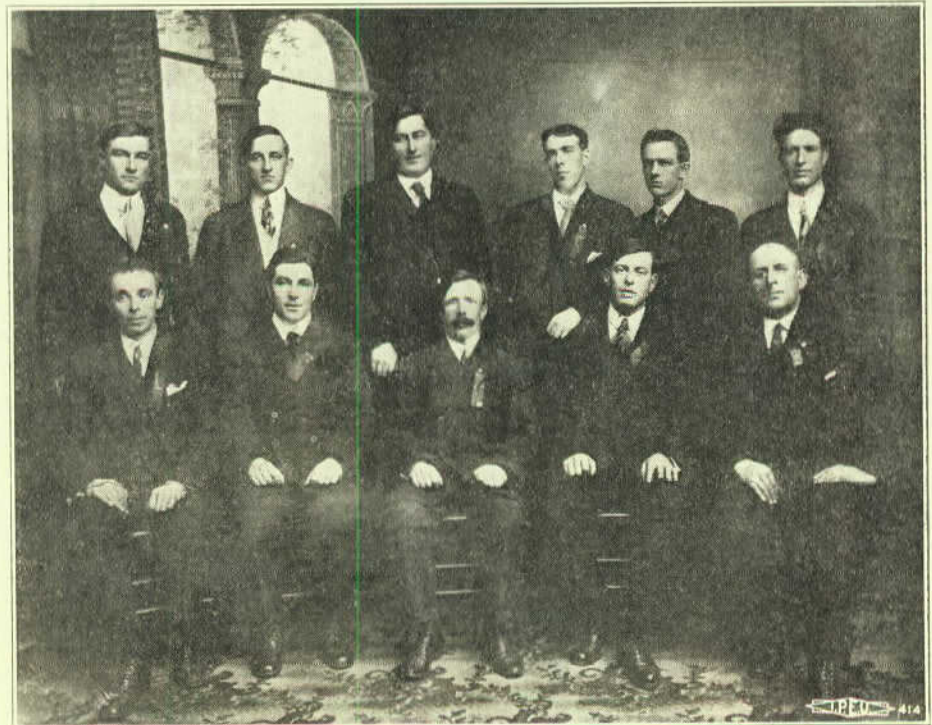
What! An organization of power plant operators? Why, no one but a lineman ever needs to have a card; why, an operator is too highly educated to have to belong to a union; why, you are engineers, dispatchers and whatnot kind of classification and titles! Yes, two years ago that was all you could hear around the plant I worked in. It was quite laughable to see a few of those good men who had received one of those famous pats on the back and a few more dollars on the pay check, telling all who would listen just how the company had carried us through the depression and what not. These very same men only a few days before had been some of the biggest Reds a man could find, yes, sir! they believed in

anything until the power that be patted them on the back.

Yes, indeed, we are highly educated and have grand titles, but pray tell me, who can raise a family, pay doctor, house rent and all other kind of bills on titles? Well, I can not.

This highly educated stuff, boy what a joke! Sure thing, we have in our midst some very good boys who have received their sheep-skin and who the college says are great individual engineers. Say, oh, \$70 to \$80 per month, yes, indeed! And that, ladies and gents, is America's greatest tragedy, to see a father work and sweat to send his son through those great halls of those great American institutions that most usually sit upon a hill so dominant, and make the boy feel so, so weak inside, and tell him what a great individual he is and then send him back, yes back like a rat to eat the foundation right out from under that old Dad who has sweated to send his poor son on to that higher mind. Yes, back to eat that job from under the old man for \$70 or \$80 per month, when the old man has slaved to work up to a decent living, that son will take that same job just so he can get a few years experience before he sets the world afire. "Oh, no, Dad, I never hurt your job just because I took it cheap for experience!" Oh, no!

And to the young fellow who can't hurt that job let me say to you, that the rugged individualism nearly always it is found, grows so rapidly into ragged individualism. That with your ragged individualism you grind against collective effort constantly, making it fall short of its goal. Now don't say this does not apply to you, mister, because it does if you work for a living and if you believe in collectivism in theory and shrink from belonging to a labor organization, you are weak and individualistic by nature, you haven't the courage to fight for your ideals. The days of individual bargaining may have had their attraction when employer and employee were in close per-



H. V. Henze, L. U. No. 1, formerly a member of L. U. No. 348, says if L. U. No. 348 had this bunch up there now, the meetings would be well attended. Brother Henze will be glad to hear from his old friends. These are delegates to First Provincial Convention of International Brotherhood of Electrical Workers in session at Calgary, December 15 to 18, 1930. Left to right, standing: J. H. Hillier, F. Runions, F. W. Hogg, W. F. Howard, H. V. Henze, A. Holm. Sitting: W. S. Hill, A. McGregor, W. Symonds, C. C. White, W. J. Dyson.



sonal relationship, and good points of both could be brought out by more direct contact than is generally the case nowadays. Modern tendencies, however, are all toward combination on the part of employing interests. It is inevitable, under such circumstances, that sympathetic, personal understanding as between employer and employee is in danger of being more and more relegated to the background by gigantic dividend-earning enterprises.

The individual worker cannot stand alone in facing such conditions as have been mentioned. He must combine with his co-worker if his profession is to achieve and maintain its just recognition. He may think he can dispense with organization, and do very well without it, but the stern fact is he is simply living on organization, and not in it.

But these college boys are young. I am not so surprised at them as I am at another class of men who belong to a certain (I at one time thought, but now I wonder) one of America's greatest organizations for mankind. But their action even to some of their own brothers, even to this very day shows they would and are plotting our and their brothers' destruction and to these men who would love to see our downfall (although you have gained more than the men who fought) to you No. 329, has an honor and a real title that no one can take away. We of No. 329 have and will hold that honor; long after you have gone your way the I. B. E. W. will still be here, for that law, the law you would love so well see destroy us, says the I. B. E. W. shall be the chosen bargaining agent of all the employees.

L. L. HARMAN,  
Vice President.

#### L. U. NO. 466, CHARLESTON, W. VA.

Editor:

With the holiday work over we now get down to the old grind with the prospects of having more of our men working in January and February of 1937 than during that period for a number of years.

At the present time we have all of our membership working with only four or five of them on part-time list, the rest at full time.

We are expecting to have another large job here in one of our chemical plants that is supposed to be larger than the one just finished late last summer. And with the efficient help of International Vice President Arthur Bennett, I am sure it will be manned by members of the I. B. E. W. I am going to give another invitation to all locals within 100 miles of Huntington, W. Va., to get into our Tri-State Council of Electrical Workers. Contact secretary of either Huntington, Charleston, W. Va., or Portsmouth, Ohio, locals.

M. P. GEENE.

#### L. U. NO. 500, SAN ANTONIO, TEXAS

Editor:

If there is anything better than starting the new year off with a bang, it must be ending the old one with a good report. Local Union No. 500 has done both.

Records for the past year show that benefits paid to our members have been as much if not more than in any other year of our existence. This means that we have been our own helping hand, ready to grasp and sustain that part of us which might otherwise sink.

Aside from the direct financial aid to our members, Local Union No. 500 has secured wage increases that have affected the majority of its members, and has in other ways raised the standards of our jobs.

At our last December meeting there were

some 20 applications for membership pending, and others are on the verge of making application.

As for the New Year, beginning January 1, this local union will have a business agent. A long cherished dream of some of us has come true. Brother John Mann has been chosen for this task, and he comes to us highly recommended by all those who know him. He has been affiliated with organized labor for many years, and his services should prove a valuable asset to us. We only hope that we will be able to continue to have his help and guidance indefinitely.

In conclusion, we hope that Christmas brought much happiness to you all, and extend our sincerest wishes for more happiness in 1937.

EDWIN ROCK.

#### L. U. NO. 567, PORTLAND, MAINE

Editor:

Am going a long way round to break into official records on what may be my last appearance, for here I am in Richmond, Calif., writing representative of Local No. 567, Portland, Maine, and how come all this confusion or shooting at such a tangent? Primarily, because too many tough Maine winters and too many years soaking up carbon gas in a service station had begun to take toll from my system. There isn't so much doing around Portland, but anyone can drop it and he's just as well off in winter. We have folks here and when I had half an opportunity I took advantage of it, and I guess I'm sort of delegated a committee of one, of which I am chairman, to give the boys a few impressions of the trip across, so if anyone is interested, let's go, and if not, it's just as easy to get rid of as a punk radio program.

Since the wife and two children made up the expedition, we had planned 14 days and split that to a half hour. Of course, I couldn't scout around much to determine industrial conditions, nor visit any Brother locals, there just wasn't time. So much of the information I did get was derived from filling stations, auto camps and tourist homes, and inclined to agricultural matters and election, and as my own observations might not be dependable as authority, we'll call the whole thing impressions.

To begin with, the Berkeley Hills in Massachusetts needn't discount anything scenic till Utah. On October 28 the radiator caught in New York and we encountered some pretty rugged hills as well as snow flurries. There were lots of vineyards that extend through Western Pennsylvania and into Ohio, where it seemed terribly flat, according to my Maine standard. Lots of corn and I'll have to admit that Cleveland made an unusual impression, perhaps more, because we drove through at the hour of 5 to 7 p. m.

Indiana continued flat, much corn and black soil, while the famous white house and red barn combination was much in evidence. The farmer has his name painted on the barn in big letters. Illinois was just as level, all black soil, several coal mining operations and still far flung cornfields. We went 25 miles off our road to go into Chicago, and did I get lost, and quick? My wife and two traffic cops assisted in untangling me and acting further on their advice we drove around the "Loop," finishing at noon time and the rest was easier. You can't stop in Chicago long enough to find out if they're busy—there's too much traffic. New York and Chicago adherents have their relative arguments. I haven't seen New York, so I'll vote Chicago. Passed the Illinois state penitentiary, and none of the boys from No. 567 appeared to be there, but I thought I saw J. W. at Joliet. The

water in the canal lock was higher than the houses on one side.

Iowa was more like Maine in respect to roads, hills, etc., only considerably more corn. It cost 55 cents to cross the Mississippi at Burlington and I expect the thrill of being there for the first time added interest to its mile in width and green studded islands. We finished the day in perfectly flat Nebraska. Farms, towns and filling stations began to be farther apart. Farming conditions appeared to be more prosperous and there were thousands of haystacks and more of that damn corn. From best information I was able to get all this corn we had passed for several hundred miles back is all used for feeding, and there is still not enough. Corn prices may be high but there doesn't seem to be any scarcity. We crossed the Missouri river in the forenoon and the Platte in early evening. The Platte was more impressive. Stopped at Lincoln, Nebr., for dinner. The population of 100,000 was fattened by a football crowd of 70,000 more for the Nebraska-Missouri game. There was as much traffic as Chicago.

Stayed all night at Cheyenne, Wyo., where it rained and then froze under a sudden drop to five degrees above zero, and then began snowing—and was it tough driving that day? We seemed to be defeating our own purpose hunting for warmer climes.

Had to put in four quarts of alcohol—the radiator, not me—and at the crest of Mt. Laramie, the highest point on the Lincoln Highway, at the Continental Divide, we had an icy road, 15 degrees below zero temperature and snow blowing across the road in a gale. About 15 miles beyond Medicine Bow we came to a big new sedan that had gone over the high shoulders, tipped over and slid down into the sagebrush upside down. Helped bring a man up the bank who was hurt pretty badly and put him in a car full of negroes who came along traveling east, and 65 miles nearer a hospital than we were headed. During this time the brakes on our car froze. Only drove 225 miles that day. Next day was warmer, but I'll never be a booster for Wyoming. We were out of the corn belt—or world—though.

Utah immediately presented some rugged mountain climbing and naturally wonderful scenery. We climbed around and up and down mountains and canyon walls for hours. You can climb mountains in some kind of shape, but this business of looking down two or four miles and seeing your road disappear right in plain sight and you have to go in low gear while you take stock, it's no joy ride on any count. And they seem to think it's a joke around these mountains to put a big one unexpectedly in front of you. Stayed in Salt Lake City one day and it was o.k. in anybody's opinion. Then out over the salt beds and desert and past the Bonneville salt flats where Major Campbell made his auto speed record, but it's just another stretch in the salt beds—level for a hundred miles along the road and, at least as far as we could see in any direction, about three inches of water covered it all.

We had to pass through two herds of several thousand sheep on the road. Had to keep bumping them with the car, blowing the horn and pushing 25 at a time to get through. There was a covered wagon with burros and supplies in the rear. Our introduction into Nevada wouldn't have been so hot if we hadn't just filled the gas tank, as we drove about 125 miles without seeing a house of any kind except railroad property. All deserts, mountains and sagebrush. Nevada looks as if someone had spread a big leopard skin all over it. No need to lock your doors up that way, there's nobody to break in. Nevada is very rich in gold, silver,



tungsten and other deposits and we later saw considerable activity, and there is prosperity, too. We stayed all night at the Hotel Nevada at Battle Mountain, where the assaying, banking, etc., for this locality is done and incidentally we were on the trail the Forty-niners took into Oregon, only there were improvements. We stopped at Reno and then, westward, ho! into California.

Almost immediately the scenery changed and where we hadn't seen any trees for several hundred miles, the mountain sides were studded with evergreens and presently the soil all around was red, which together with the winding roads, made a constantly changing picture. Incidentally we had considerable more mountain climbing and abruptly ascended one mountain which the sign at the top advised us was 8,135 feet and the way the old car slowed down to nothing flat, near the top, I believed it. It's no satisfaction climbing these mountains. You have to go back down and try another one too soon. The capital at Sacramento is very impressive. Snow white buildings, velvet green lawns, lovely drives, and all kinds of flowers, shrubs and palms.

We finally reached Berkeley, our destination, in 14 days and one-half hour, and during two weeks visit here with a low temperature of around 48 above, and except for a few days of unpleasant fog, I have at least determined there is no comparison to Maine winters.

Summarizing the expedition we found we had travelled 3,560 miles on 206 gallons of gas, four quarts of oil and one oil change; spent 85 cents for brake fluid, \$1.20 for releasing frozen brakes, 75 cents for towing, \$1.30 for Wyoming alcohol (radiator) and \$1.60 for welding the muffler which came in contact with a boulder that had rolled down a Utah mountain side. Gas prices ranged from 15 cents per gallon in congested places to 29 cents in the desert. Our shortest day's drive was 225 miles and the longest 370. And giving all due credit to the U. S. Highway Commission, who have properly marked every road in every state, we didn't lose our way once nor have to turn back.

One of the most impressive features was the flashing beacons, air plane landing fields and government property, all stations being attired in their snappy red and white attire. Some of these keepers can't step out and go to town in a few minutes, though.

Another matter that deserves special mention is the thousands of big trucks we met and passed all the way. Every one was on his side of the road and tending his own business and not even once was any one of them violating any rule of the road or courtesy. Whatever praise I can offer, of course, will be like so much water under the bridge, since they cannot be reached either collectively or otherwise, but they left 100 per cent good impression.

The trucks out here burn Diesel oil, have a big pipe extending up by the cab, belching black smoke like a young locomotive.

The condition of the farms and ranches all the way is a little confusing on account of so much corn, but I can't help adding it up that there is not much real prosperity and everyone is hanging on at quite a cost.

Roads were excellent all the way, varying some in different states, and according to traffic requirements, but all good. We had no difficulty in finding good heated cabins and tourist homes and the farther west, the more conveniences were found, at lower cost. Distance is very deceiving in the prairie states and you have to keep that old gas tank full. Silver dollars are numerous and sometimes I've almost squawked, thinking I was being short-changed with halves.

Went over to Oakland one noon time to

see what Local No. 595 looked like. They have a nice hall at 1918 Grove Street and in addition to talking to one or two of the members I went into the office of their enterprising business manager, Mr. Gaillac, a few minutes. Since the completion of the Alameda County court house and the new Bay bridge, he has had a lot of men returned and of course the big maritime strike isn't helping anyone around here just now. But that's somebody else's jurisdiction, so I'll proceed to get out from under, with best wishes from Local No. 567 to all the I. B. E. W. for a prosperous and happy New Year.

M. M. McKENNEY.

#### L. U. NO. 632, ATLANTA, GA.

Editor:

Hello, everybody! The old Sentinel is about to scribble a few words pro and con, after being off the air for quite a bit. Now that all the political smoke has blown away, we find the old organizations are still here, and if you ask me, they are quite a bit stronger, or in other words, larger. But don't let's fool ourselves. Let us ask ourselves individually, what are we doing for organized labor, or what do we intend or expect to do in the next four years for organized labor? What do you think will happen in the next four years, better or worse? Well, boys, it is just this: You and I are going to see the greatest battle or battles we ever saw or ever heard of. The contestants will be Labor vs. Capital, and oh, what a hot time it is going to be! You have witnessed through the Journal of Labor in the past few months the struggle that the different shop crafts, automobile industry, steel mills, shipping, railroads and various other organizations have gone through to uphold the traditions of organized labor and what it stands for.

Better conditions and more money for a decent living and the up-building for our families. That is the American standard for a human being, and it will continue to be as long as there are organizations to fight it out for the right of the masses. Organization, that's what we have got to talk the next four years and more. The pioneers of this great organization who have passed on are the ones to whom we owe our existence and well being today.

I suppose you are juggling in your mind, I wonder what outfit that bird belongs to. To be truthful, your Honor, I am in the railroad outfit. And just a little bit of history from me to you about our conditions, and I hope to be sure my general chairman reads this, too. Sorry to say, it seems as though we have slipped back a little, instead of forward, but I am hoping as well as the rest of our membership, that this mistake will soon be corrected.

Several years back, commonly known as a depression year, we were working on a six-day week basis, and in order to keep from lopping off a bunch of men according to seniority, we voted a five-day workweek. Twelve months later the management saw that everything was working so nicely, they threatened us with a four-day workweek. If we did not take this, it would mean something like 1,400 men, so they say, would be let out, and to heap insult upon injury, we received a 10 per cent reduction in wages for two years. We took that, too. Twelve months later everybody decided that we should at least have five days a week, that prices of food stuffs and the necessary things of life had gotten beyond our reach. So our chairman notified the company that we must have our five days back. Well, we finally got that back and the 10 per cent, too. Now here is where the stagnation comes in. We have not progressed one inch in 12 years; in fact, we are making approximately \$400 per year less than we received 12 years ago. Other organ-

izations have progressed in conditions and wages anywhere from 1 to 40 per cent.

Well, boys, I'm going to tell you more from time to time, what I think of this organization and some betterments, too.

Let's all pull for the old I. B. E. W. and progressiveness!

THE SENTINEL.

#### L. U. NO. 665, LANSING, MICH.

Editor:

It has been some time since we have had any news for the WORKER. There isn't much now. Things look fairly good for next spring. There are several building proposals that ought to start late this winter or in early spring. We have a few members out of work at present, but work has been much better this winter than last. We haven't done much in the way of organization but the men in the open shops are taking more interest in the organization than they have in the last four or five years.

I believe we can take some encouragement from the fact that the workers were of one mind at the last presidential election. If all members of the labor movement will do their part now to enlighten these same workers about the benefits of organization, we should make considerable progress in the next year or two.

To my mind one mistake all small locals make, which cannot afford a full time business manager, is to appoint an organization committee of two or three members. When this is done the rest of the members feel that relieves them from further work.

I believe every member should do his share. The question of letting George do the work doesn't always end so well, for after all, George doesn't get any more benefits than the rest of the members.

Let all of us go to work. Every day we come in contact with some worker who should belong to our local or some other local, and a word here and there may mean a new member.

Local 665 would like to hear from other locals in states where there is an electrical law, requiring inspection of work and licensing of journeymen. Michigan has such a law, made effective September 1, 1935. Some of the Brothers don't think much of said law. I would appreciate it if other locals would drop us a line or two about the law and how it has worked in their state.

C. G. Fox.

#### L. U. NO. 702, WEST FRANKFORT, ILL., PEORIA DIVISION

Editor:

Well, here we are, old Local No. 51, disguised as Local No. 702, Peoria Division. For the benefit of the uninformed, Local No. 51 has affiliated itself with L. U. No. 702, and believe you me, things have begun to move in this sector. Due to the untiring efforts of Brothers Scott and Holly (our business agent and president) the Central Illinois Light Co. has signed an agreement with our local union. This agreement also embraces nine smaller towns under the wing of the C. I. L. Co., and the membership is 100 per cent. You never saw a more contented bunch of men in your life. Boys, it pays to get "religion."

Brother Scott gave us a mighty fine talk the night the majority of the new members were taken in. He gave out some thoughts that were very good, not only to the new members, but the old ones as well. Let us quote Brother Scott, "You men are now union men. Don't expect to get by just because you have a ticket. Do your work just a little better, a little neater; take an interest in what you are doing and the



company for which you are working will feel well repaid for your efforts and their co-operation."

The lock job on the Illinois river is progressing in fine shape. Several of our Brothers are employed there steadily and it looks as though they will have work there for some time to come.

Say, fellows, the fishing is great in the Hennepin canal. A large number of the local make it their headquarters and you should hear some of the large catches that are made. If anyone doubts, just ask Brother Charlie Matlin about the large catfish he caught—I mean nearly caught!

PRESS SECRETARY.

#### L. U. NO. 773, WINDSOR, ONT.

##### Labor Fights a Civic Election in Canada

Editor:

Nearly 50 years ago in Great Britain one of the Fabian essayists prophesied that the reactionaries of the two old political parties, on one side, would one day combine to form a single united party against all those of liberal and progressive views on the other side. In that day there would be a confrontation of the rich by the poor.

In the city of Windsor there is evidence of the truth of this prophecy. Eighteen months ago the forces of labor went to the polls en masse and elected Mayor George Bennett, a trade unionist and member of Street Railwaymen's Union Division 616, and also elected several progressive members of the city council to support him. As a result this city received during those 18 months such honest, efficient and humane city government as they had not before enjoyed. The mayor and council waged a prolonged battle against the undemocratic control of the city's finances by the provincial government, which was in effect, little more than a bondholders' and bankers' collective agency saddled upon taxpayers already overburdened with taxes. The council also fought strenuously against a refinancing scheme which would, for a further 60 years, make the people of the city hewers of wood and drawers of water for the bondholders. Encouragement was also given the policemen of this city to join a trade union, and affiliate with the Trade and Labor Congress of Canada, but those efforts were finally thwarted by a reactionary police commission on which the mayor had a minority voice. Trade union action was also much encouraged throughout the area, by the appearance of the mayor and other members of the council on the picket line during the Hotel Norton Palmer employees' strike. Added to all this, the 21,500 relief recipients of the city knew they always had in the mayor a friend at the city hall who was doing everything in his power to improve their condition.

Such progressive city administration was, however, too much for the reactionary element in the city, and as the time approached for the election in December 7 of this year, they began to close their ranks and plan to turn the progressives out of the council. A taxpayers association was formed to "sympathize" with the "poor taxpayers." The local council of women joined in the hue and cry and consistently had reactionaries address their meetings. Thorough organization for the election campaign was carried out with the organizer of the conservative political machine linking arms with the organizer of the liberal machine in support of Col. E. S. Wible, a military man and a thorough-going reactionary, for mayor. In addition, hand picked reactionaries were nominated and strategically placed in the various wards as candidates for the board of control and council. Then upon election day this well-oiled election machine, supported

by "big business," "society," and the local press went into action. It is said that one automobile manufacturing corporation furnished the reactionary election committee with a fleet of 60 automobiles on election day, and all the city cab services seemed at their beck and call. In addition, no funds seemed lacking to advertise and preach reaction in the press, and over the radio.

The result of this determined onslaught upon the labor mayor and his supporters was just what might have been expected. He himself suffered defeat with most of the labor slate, and, in the result, control of the city council has, for the time being, passed to the reactionaries. Only one progressive member in each of the board of control, council and board of education survived. In spite of the defeat, however, the bright spot is the fact that in the face of such a determined attack the reactionary mayor was elected by a majority of only 534 votes out of a total of nearly 27,000 votes cast. It is anticipated that a brief reversal of progressive government will soon cure the electors, and already the labor forces are beginning to roll up their sleeves and to lay plans looking towards wresting the city government permanently out of the hands of the reactionaries.

One lesson which might well be learned, not only in the city of Windsor but elsewhere, if labor defeats are to be avoided, is, that if thorough unification of all unprogressive forces in election campaigns is effected in gaining control of a city or other administration, similar thorough unification of the labor and progressive forces would make them almost unbeatable. This would be especially true of labor and the progressives in view of their well recognized preponderance in voting power and numbers.

W. J. COLSON.

#### L. U. NO. 794, CHICAGO, ILL.

Editor:

On November 19, 1936, a letter was read from Brother McCullough, general chairman of the N. Y. C., offering a prize for the best article to appear in our JOURNAL, if I am correct, up to and including the month of January, 1937.

Without saying anything further, I hereby enter this competition not for the purpose of winning the prize, but as food for future thought.

I will begin by saying that we are living in a changing world.

Some of us are able to recognize this change



Drawn especially for Electrical Workers' Journal by Harrie S. Goodwin.



while to others it is just human nature, and, of course, not being able to comprehend this human drama of life, they are not able to understand this change.

So it is left to the activities of minorities to arouse the majorities into a sense of responsibility.

The general support given to President Roosevelt in the national election by the railroad workers and their labor organizations was not only a vote for Roosevelt, but was a vote against company unions, and for labor unions as the only bargaining agents between the railroad companies and railroad labor.

I think it would be correct to say that railroad labor in voting for Roosevelt voted for the six-hour day, five-day week without reduction in pay, for wage increases and the right for labor to an increased standard of living, against the consolidation movement and for the re-employment of the hundreds of thousands of idle railroad men and for progressive labor legislation.

With increased production in the basic industries and substantial increases in the railroad business and in revenues, we see the huge sums being paid in dividends without any appreciable re-employment nor wage increases for railroad labor.

In spite of the increase in production and railroad business, the most conservative estimate of unemployment in this country places it at 10,000,000.

Nearly 1,000,000 railroad workers have been laid off since the high peak and the promise made by the railroad companies at the time of the 10 per cent voluntary pay deduction—namely, that this loan would be used to keep as many railroad workers as were then on the payrolls—has not been kept.

On the contrary, speed-up in its various forms, together with the proposed consolidation, has increased instead of diminished, unemployment among railroad workers.

Organized labor stood united against reaction in the national election, recognizing that Landon and Knox represented the main fascist anti-labor forces in America and had to be defeated.

This defeat at the polls, however, does not automatically give to railroad labor what it voted for, and it would be a mistake for railroad labor to sit back and wait for the results of the election to come to them without any further effort on their part.

Security of employment, more steady employment and the re-employment of those laid off requires a wide campaign for the six-hour day and five-day week, without reduction in pay.

This is a common demand of every railroad craft and if railroad labor stands united on this demand as they did in the national elections it will result in winning this demand and making it part of a railroad national agreement.

Now is the time for railroad labor to move forward. We must put an end to the numerous local violations of agreements.

Fight for the right of labor to benefit, and not be punished, by the introduction of improved machinery of powerful locomotives which lengthens trains and reduces train crews.

While every craft on the railroads has grievances and demands peculiar to its craft, there is no doubt that the major demand desired by every railroad worker, irrespective of his craft is security of employment.

The six-hour day, five-day week, without reduction in pay, which will put hundreds of thousands of railroad men back to work; around this demand every craft union can be won by united effort.

In order to make this campaign for the six-hour day successful, it will be necessary to strengthen every craft union local and system federation and to organize federations where they do not exist.

This means planning our work more systematically. I am convinced one way we can strengthen our position would be a broad support for joint negotiations of all crafts with the railroad executives for a joint national agreement of all railroad unions with this as the central issue, namely, the six-hour day and five-day week.

This in turn would strengthen the demand for progressive legislation and will develop an organizing campaign on the railroads that will sweep the company unions out of existence and unite railroad labor into a powerful railroad federation.

WILLIAM S. McLAREN.

#### L. U. NO. 887, CLEVELAND, OHIO

Editor:

Railroad Local Union No. 887, of Cleveland, Ohio, extends to the membership of the I. B. E. W. their best wishes for a successful and prosperous 1937.

We are starting on another page in the history of our organization. Let's make it a bigger and better organization. Contact every non-member and find out why he is a non-member. With all barriers removed, any non-member who reads the daily papers knows what organized labor is doing to improve working conditions and it should be an easy task to sign him up.

We are glad to welcome back into our organization Brother William J. Kirkley, employed on the Baltimore and Ohio road gang. Old Man Depression hit Brother Kirkley rather hard with furloughs but he is back on the job, and of course wants to carry a ticket.

BILL BLAKE.

#### L. U. NO. 1105, NEWARK, OHIO

Editor:

Reviewing the past panicky years I wonder if the workers in this country have not failed to some extent in bringing about a speedier solution of our unemployment problems. I refer here to the seniority system of employment and layoff, adopted by large laboring groups throughout the country.

This system is, I believe, ideal in securing permanent employment for the employees protecting them from being discharged for petty reasons, etc., but when the heads of managed business must reduce the force of employees they hire, due to conditions over which they have no control, I doubt very much if this seniority system is worth anything. In fact if laboring groups employing it insist that seniority alone be the basis for layoff, rather than a layoff based on equal division of work, it then has all the aspects of whole hog or none.

I believe the seniority system tends to make employees more selfish in the pursuit of their daily bread and the meaning of brotherhood is lost along the way. I read somewhere a line that goes like this: "It's not what we give, but what we share." Well, what do you think?

In our jurisdiction are three or four maintenance electricians employed by a stove company who are members of the machinists' union. How in the h— they got there I don't know, but there they are.

G. E. JACKSON,

Recording Secretary.

#### L. U. NO. 1118, QUEBEC, QUE.

Editor:

Season's greetings and peace be on earth, good will to men, to you all from Local No. 1118!

This is written just before old Santa comes down the chimney and I wonder how much will be in the stocking by morning? We got a raise from the railroad this week to take effect the first of the year. (I wonder

if it was meant to be a Christmas present, if it was, what a present!) Figure this out, we were working 18 days a month at 5 per cent reduction, and now we are to work 40 hours a week and get a 10 per cent reduction. Glad to say we have retained our apprentice that finished his time here on November 30. He remains in as a crane operator.

Now it is my duty to report the sad and sudden death here on December 4, of William "Billy" Donaldson. While getting ready to come in on the midnight shift, he died suddenly within 10 minutes; he had a heart attack. As a switchboard operator Billy was one of the best, he'll be missed around the P. H. The Great Master of all life saw fit to remove him, so we must bow in submission. We hereby extend our very deep sympathy to his mother, wife and family.

"Billy" your departing was sudden,  
None of us could believe it,  
We that remain, will see to it,  
That even in departure, you will not  
be forgotten.

Brother "Billy" Walsh has been elected chairman of the local federation here this past month, replacing C. McLaren, blacksmith, who has been appointed foreman of the blacksmith shop. Congratulations, "Billy," and here is hoping you make a good job of it. Remember it is a big job, when done right.

Well, boys, a new year is just starting, let's start it right. Put in an appearance at the meetings once in a while; even if you don't always agree with some of us is that a reason for you to stay away? When you don't think things are right, put up a fight and thrash it out. There is always a right and a wrong to all questions. The "Federated Railwayman," published by Division No. 4, R. E. D., A. F. of L., hit the nail right on the head when they wrote the 12 following rules to kill a union:

1. Don't go to union meetings. If you do go late.
2. If you've got anything else to do, or the weather is bad, don't think of going—remember the power of thought.
3. Whenever you do attend a meeting, grumble as much as you can—and always be disagreeable.
4. Never accept any responsibility. It is much easier to sit back and criticize the others.
5. Never make a practical suggestion; it might be carried out. If anybody else does, "wet blanket" that too.
6. Never offer help—it might be accepted. Say you believe in co-operation and others ought to practice it.
7. Never take the initiative. Why not let someone else do that?
8. If you are appointed on a committee, hinder its work all you can. If you are not appointed, get annoyed about it.
9. When your opinion is asked at a meeting, reply that you have nothing to say; after the meeting, gossip about it.
10. Never do anything more than is absolutely necessary. If a few do the lion's share, tell everyone the union is run by a clique.
11. Never hurry about paying dues. Wait until you've had several reminders. Never offer a donation.
12. Don't bother about getting new members. Let those who do the other work do that, too. And I might add:

The ones that do all the work, should send each one a copy of the minutes of the meetings, so that those rules could be applied more earnestly and by doing so, cut your own pay envelope.

So now let us all get together and make this new year, 1937, go on record as one of the best for No. 1118. Take as example of what labor has done in the U. S. A. elections, when they elected their friends and defeated their enemies. A union is no stronger than the members themselves make it.

Greetings, Mac. Cheerio! ERNIE.



# IN MEMORIAM

## Wilbur A. Brown, L. U. No. 780

*Initiated March 6, 1936*

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our esteemed and worthy Brother, Wilbur A. Brown; and

Whereas Local Union No. 780, of the International Brotherhood of Electrical Workers, has lost in the death of Brother Brown one of its true and devoted members; therefore be it

Resolved, That Local Union No. 780 hereby expresses its appreciation of the services to our cause of our good member and our sorrow in the knowledge of his passing; and be it further

Resolved, That Local Union No. 780 tender its sincere sympathy to the family of our late Brother in their time of great sorrow; and be it further

Resolved, That our charter be draped for a period of 30 days, and a copy of these resolutions be sent to the family of our late Brother, a copy spread on the minutes of our local union and a copy sent to the official Journal of our Brotherhood for publication.

CLEO DAVIDSON,  
C. A. PRICKETT,  
R. E. DUNCAN,  
Committee.

## R. R. Edgar, L. U. No. 780

*Initiated March 6, 1936*

It is with deep sorrow and regret that the members of Local Union No. 780, of the I. B. E. W., mourn the untimely death of our Brother, R. R. Edgar; therefore be it

Resolved, That a copy of these resolutions, expressing our sympathy, be sent to the family, a copy be spread upon our minutes and a copy be sent to the official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days.

ALBERT PRICKETT,  
JAMES WALKER,  
Committee.

## W. L. Telmosse, L. U. No. 292

*Initiated August 2, 1918*

It is with deep sorrow and regret that we, the members of Local No. 292, Minneapolis, Minn., record the death of our Brother, W. L. Telmosse.

In the passing of Brother Telmosse, Local Union No. 292 has lost one of its loyal and devoted members; therefore be it

Resolved, That our charter be draped for a period of 30 days in respect to the memory of our departed Brother; and be it further

Resolved, That Local Union No. 292 extends its sympathy to the family of our late Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be recorded in the minutes book of Local Union No. 292, and a copy be sent to the official Journal of our Brotherhood for publication.

JOHN EDMOND,  
V. O. SAUBY,  
FRANK COLLIER,  
Committee.

## Royal A. Gaunt, L. U. No. 665

*Initiated July 7, 1915*

It is with deep sorrow and regret that we record the passing from our midst of our beloved and well esteemed Brother, Royal A. Gaunt, who departed this life on November 6, 1936.

Brother Gaunt was one of those staunch believers in unionism in its truest and broadest sense, who lived it with each day.

As an officer, he gave his best efforts to advancing the work of the organization and for the betterment of his fellow-workers, and this local has suffered a well-nigh irreparable loss.

Bowing our heads in sympathy with his family, and offering the hand of fellowship to assist them in any way we may, we, the members of Local No. 665, of the International Brotherhood of Electrical Workers, do resolve to drape our charter for a period of 30 days in his memory, and to send a copy of these resolutions to the family, to spread a copy on the minutes, and send a copy to the Journal for publication.

J. ALFRED WRIGHT,  
HOMER J. PAGE,  
Committee.

## W. L. Wilson, L. U. No. 340

*Initiated March 27, 1922*

It is with deep sorrow that we, the members of Local Union No. 340, mourn the passing of our Brother, W. L. Wilson; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, and a copy spread upon our minutes, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days.

CHARLES M. BORBA,  
C. E. TURNER,  
W. C. STRINGER,  
Committee.

## B. J. Ausmus, L. U. No. 193

*Initiated March 24, 1909*

With deep sorrow and regret that we, the members of Local Union No. 193, record the passing of Brother B. J. Ausmus; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family of Brother Ausmus; and be it further

Resolved, That our charter be draped for a period of 30 days in respect and memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy spread on our minutes, and a copy sent to our official Journal for publication.

R. L. HAWKINS,  
L. J. GLEASON,  
H. A. KUSTER,  
Committee.

## James Harman, L. U. No. 353

*Initiated April 26, 1928*

It is with deep sorrow and regret that we, the members of Local Union No. 353, I. B. E. W., record the passing of our Brother, James Harman; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be sent to his bereaved family, that a copy be spread on the minutes of our meeting and a copy be sent to the official Journal of our Brotherhood for publication.

G. MURRAY,  
W. CADE,  
Committee.

## R. E. Swain, L. U. No. 50

*Initiated August 12, 1936*

It is with the most sincere feeling of sorrow that we, as Brother members of Local Union No. 50, regret and mourn the loss of one of our members, Brother R. E. Swain; therefore be it

Resolved, That we extend our sincere regret and sympathy to his father and family, and a copy of these resolutions be sent them; and be it further

Resolved, That our charter be draped for a period of 30 days.

Also, that a copy of these resolutions be sent to the official Journal for publication, and also be written in our minutes.

E. B. SMITH,  
O. A. WILSON,  
P. B. SWEENEY,  
Committee.

## Ray Kline, L. U. No. 212

*Initiated May 2, 1923*

Whereas, we, the members of L. U. No. 212, having lost a true and loyal member, we feel called upon to express our sorrow and regret at the passing of Brother Ray Kline. Initiated in L. U. No. 212, May 2, 1923, died December 3, 1936; therefore be it

Resolved, That we drape our charter for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be spread upon our minutes and a copy be forwarded to the International Office for publication in our official Journal.

E. W. SIMONTON.

## James F. Keating, L. U. No. 77

*Initiated May 5, 1936*

It is with deep regret that we, the members of Local No. 77, I. B. E. W., record the passing of our Brother James F. Keating, who was suddenly taken from our midst.

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy in their loss; and be it further

Resolved, That a copy of these resolutions be spread upon our minutes, a copy sent to the family, and a copy sent to the official Journal of our Brotherhood for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in memory of our late Brother James F. Keating.

FLOYD MILES,  
GEORGE W. HUDDLESTON,  
K. R. RUFFNER,  
Committee.

## Stephen Ross, L. U. No. 549

*Reinitiated May 1, 1924*

It is with sorrow and regret that we, the members of Local No. 549, I. B. E. W., record the passing away to the Great Beyond of our beloved Brother and loyal member, Stephen Ross; therefore be it

Resolved, That we, the members, extend to his family and friends our heartfelt sympathy and sorrow. Knowing him as we have, we can appreciate the sorrow that is theirs; and be it further

Resolved, That our charter be draped for a period of 60 days, out of respect for the memory of our late departed Brother.

Resolved, That a copy of these resolutions be sent to International Office for publication in our Journal, a copy sent to the family, and a copy spread upon the minutes of our local.

L. E. McLAUGHLIN,  
Recording Secretary.

## Tobias Myers, L. U. No. 65

*Initiated October 20, 1922*

Divine Providence has seen fit to take from our midst our beloved friend and Brother, Tobias Myers. "Toby" was a true and loyal member, greatly esteemed by all who had the privilege of knowing him, and his untimely death is a great shock to us.

The officers and members of Local Union No. 65, I. B. E. W., wish to extend to all of our departed Brother's parents and family who grieve over "Toby" our deepest sympathy.

"No one hears the door that opens,  
When they pass beyond our call;  
Soft as loosened leaves of roses,  
One by one our loved ones fall."

Local Union No. 65, I. B. E. W.,  
CHARLES G. JOHNSON,  
CLEM BURKARD,  
HARLEY H. THURMAN,  
Committee.

## Lee Kyle, L. U. No. 184

*Reinitiated June 13, 1936*

Whereas it has been the will of Almighty God to take from our midst Brother Lee Kyle, a true and faithful Brother; and

Whereas the members of Local Union No. 184 deeply mourn the passing of our dear Brother; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family and relatives of our deceased Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy to be spread on the minutes of this local union, and a copy be sent to the official Journal for publication.

HUGH HOSKINS,  
W. A. WOOD,  
H. O. SHREEVES,  
Committee.

## Alton Velliquette, L. U. No. 8

*Initiated November 17, 1924*

It is with deep regret that we, the members of Local Union No. 8, I. B. E. W., record the passing to the Great Beyond of our loyal Brother Alton Velliquette, who left this world on the twenty-eighth day of November, 1936. Be it therefore

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy in the loss of husband and father; and be it further

Resolved, That a copy of these resolutions be spread on our minutes and that a copy of the same be sent to the Journal for official publication and a copy of the same be sent to his family.

Resolved, That our charter be draped for a period of 30 days in memory of our departed Brother, Alton Velliquette.

WILLIAM S. CONWAY,  
ARTHUR LANG,  
PAUL MAHER,  
Committee.



**Samuel L. Frankenfield, L. U. No. 116***Initiated August 14, 1917*

As we press toward our ultimate goal, we can but note the passing from time to time of friends and associates who have finished the course before us. It is always fitting that a moment's pause be had, that a grateful remembrance be acknowledged, for the privilege of having known the one who has gone before. Such a tribute is recorded by Local Union No. 116 with the passing of Samuel L. Frankenfield, a true friend and loyal member. To his loved ones we express our deep sympathy. In realization of our loss this tribute is spread upon our minutes, and published in our Journal, and our charter shall be draped in his memory.

GEORGE W. J. LOEW,

GEORGE B. ZIMPELMAN,

GEORGE F. WRIGHT,

Committee.

**Eugene Locker, L. U. No. 817***Initiated April 18, 1934*

It is with sorrow and regret that we the members of Local Union No. 817, I. B. E. W., record the passing of a true and loyal Brother, Eugene Locker.

Resolved, That we pay tribute to his family by expressing our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of the meeting, a copy be sent to the Electrical Workers Journal for publication, and a copy be sent to his relatives; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days in his memory.

R. BARRY,

N. MARKETTA,

C. KOSTER,

Committee.

**Vernon Hurley, L. U. No. 82***Initiated June 4, 1923*

Whereas Almighty God, in His infinite wisdom, has seen fit to call from our ranks our esteemed and worthy Brother, Vernon Hurley, who passed on to his greater reward after a lingering illness.

Whereas as Local Union No. 82 of I. B. E. W., has suffered the loss of a true and worthy Brother; therefore be it

Resolved, That we pay tribute to his memory by expressing to his bereaved wife and family our sincere sympathy and condolence; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be recorded in the minutes of our local, and a copy sent to our official Journal for publication.

J. W. HOWELL,

Secretary, Executive Board.

**Albert C. Morgan, L. U. No. 82***Initiated July 15, 1918*

It is with deepest sorrow and regret that we fellow Brothers of Local Union No. 82, of the I. B. E. W., have to record the death of Brother Albert C. Morgan, who passed away November 7, 1936, by accidental death.

Resolved, That we pay tribute to this dear Brother's memory by expressing our sincere sympathy to his family and loved ones; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread upon our minutes and a copy be sent to the Electrical Workers' Journal for publication; be it further

Resolved, That members stand in silence for one minute as a tribute to his memory and that our charter remain draped for a period of 30 days.

J. W. HOWELL,

Secretary, Executive Board.

**Nelson Weegar, L. U. No. 39***Initiated April 28, 1916*

It is with deep sorrow and regret that the members of Local Union No. 39, I. B. E. W., record the passing to the life beyond of Nelson Weegar, one of the old-time members of this local; and

Whereas we desire to pay tribute to his memory in expressing to his family our sincere sympathy, trusting that his long life with them will make up in measure for the sorrow of this hour; and

Whereas it is our desire to pay further tribute to his memory; therefore be it

Resolved, That this local union in lawful assembly stand for one minute in silence in reverence to his memory and that our charter be draped for a period of 30 days, and that a copy of these resolutions be sent to his family and a copy to our official Journal for publication.

C. A. BOHMER,

Secretary.

**Joseph Hlavin, L. U. No. 39***Initiated August 28, 1934*

Whereas Almighty God in His wisdom has seen fit to call from our midst a worthy Brother, Joe Hlavin; and

Whereas as a local union we desire to pay tribute to his memory; therefore be it

Resolved, That in lawful assembly we stand for one minute in silence as a mark of respect to him and that a copy of these resolutions be sent to our Journal for publication, a copy entered on our minutes, and a copy sent to his family, and as a further mark of respect that our charter be draped for a period of 30 days.

C. A. BOHMER,

Secretary.

**Lee Kyle, L. U. No. 309***Initiated June 13, 1936*

It is with sorrow and deep regret that we, the members of Local Union No. 309, record the death of Brother Lee Kyle, who died after an accident while at work; therefore, be it

Resolved, That our sincere sympathy be expressed to the bereaved family in their sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread upon the minutes of the local union, and a copy be sent to the official Journal for publication.

JAMES ALTIC,

A. B. TOURLUTTE,

A. F. CURRIN,

Committee.

**George Lansing, L. U. No. 309***Initiated February 11, 1919*

It is with deep sorrow that we, the members of Local Union No. 309, mourn the passing of Brother George Lansing, who died as a result of an automobile accident on his way home from work. Therefore, be it

Resolved, That we pay tribute to his memory by extending our deepest sympathy to his family; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread upon our minutes, and a copy be sent to the official Journal for publication, and that our charter be draped for a period of 30 days.

JAMES ALTIC,

A. B. TOURLUTTE,

A. F. CURRIN,

Committee.

**H. C. Johnson, L. U. No. 6***Initiated May 8, 1900*

It is with deep sorrow and regret that we, the members of Local Union No. 6, I. B. E. W., record the passing of Brother H. C. Johnson; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread on the minutes of our next meeting and a copy sent to the Electrical Workers' Journal for publication; be it further

Resolved, That the members stand in silence for one minute as a tribute to his memory.

A. LUBIN,

G. MATTESON,

E. JOHNSON,

Committee.

**Emil Richards, L. U. No. 6***Initiated December 27, 1899*

It is with deep sorrow and regret that we, the members of Local Union No. 6, I. B. E. W., record the passing of Brother Emil Richards; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread on the minutes of our next meeting and a copy sent to the Electrical Workers' Journal for publication; be it further

Resolved, That we drape our charter for a period of 30 days.

A. LUBIN,

G. MATTESON,

E. JOHNSON,

Committee.

**George Elliott, L. U. No. 25***Initiated June 14, 1923*

It is with deep sorrow and regret that we, the members of Local Union No. 25, I. B. E. W., record the passing of our Brother, George Elliott.

Resolved, That we pay tribute to his memory by expressing to his wife and family our most sincere sympathy in their hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be entered into the minutes of the local union and a copy be sent to the Electrical Workers' Journal; and be it further

Resolved, That our charter be draped for 30 days in his memory.

WILLIAM N. HALLERAN,

Recording Secretary.

**Albert J. Brown, L. U. No. 211***Initiated May 29, 1916*

Whereas the Almighty God, in His infinite wisdom, has removed from our midst our esteemed and loyal Brother, Albert J. Brown, after a lingering illness; therefore be it

Resolved, That the members of L. U. No. 211, I. B. E. W., extend to the family and relatives of our late Brother of 20 years, our sincere sympathy; and be it further

Resolved, That our charter be draped for 30 days in respect to his memory; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy be spread on the minutes of L. U. No. 211, and a copy be sent to the official Journal of the International Brotherhood of Electrical Workers for publication.

D. C. BACH,

BERT CHAMBERS,

OTTO ECKLUND,

Committee.

**John T. Connelly, L. U. No. 210***Initiated January 24, 1918 in L. U. No. 299*

Whereas Almighty God, in His infinite wisdom, has seen fit to call from our ranks our esteemed and worthy Brother, John T. Connelly, who passed on to his greater reward on November 10, 1936.

Whereas as Local Union No. 210, of I. B. E. W., has suffered the loss of a true and worthy Brother; therefore be it

Resolved, That a copy of these resolutions be recorded in the minutes of our local, and a copy sent to our official Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days.

ANDREW HASPELL,

HARRY BIRKBECK,

EDWIN CASTO,

Committee.

**A. E. McKenzie, L. U. No. 101***Initiated May 21, 1913*

It is with deep sorrow that we, the members of Local Union No. 101, mourn the passing of our Brother, A. E. McKenzie, who was killed in the line of duty on December 11, 1936.

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy spread upon our minutes, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days.

C. S. SWEENEY,

JOHN F. HARMUTH,

D. B. BERKLEY,

Committee.

**Daniel Coughlin, L. U. No. 817***Reinitiated March 1, 1921*

Whereas our Heavenly Father in His goodness and mercy has seen fit to remove from his earthly home, our Brother and charter member of Local Union No. 817, Daniel Coughlin; and

Whereas, Brother Coughlin during his membership in Local Union No. 817 and serving as local committeeman and general chairman, remained true to every principle of dependable manhood, strong and steadfast in the discharge of every duty confronting him, never compromising his conscience for the sake of expediency, self-sacrificing in behalf of his home and family and fraternal obligations, a true American citizen, a loving and devoted husband and father, a sincere and ardent member of the International Brotherhood of Electrical Workers, Brother Coughlin was an inspiration for all those whose good fortune it was to have known and admired him; therefore be it

Resolved, That the International Brotherhood of Electrical Workers has suffered the loss of an active member in the passing of Brother Coughlin, his beloved wife and children a loving and devoted husband and father, and Local Union No. 817, of which he was a charter member, a staunch supporter, and be it further

Resolved, That a copy of this resolution be spread on the minutes of Local Union No. 817, a copy be sent to our monthly Journal and an engrossed copy be sent to his bereaved family.

J. L. COLLINS,

BERNARD LANGE,

JOHN J. McCULLOUGH,

Committee.



## PLANNING AND CONTROL PLAGUE SOLONS

(Continued from page 11)

Resolution	Action Taken
No. 163. Establish an independent office, responsible to the President, for the administration of the Civil Service Retirement Law.	Ex. Coun.
No. 165. Urge optional 30-year retirement law for civil service employees with widows' annuities	Adopted
No. 166. Urge remedial legislation to secure higher employment standards and better working conditions for government employees	Adopted
No. 259. Endorse Ramspeck Bill (H. R. 7878), and if field services are placed under Classification Act, remove skilled workers in the Custodial Service from purview of the act and put them under a schedule of wages not less than that prevailing in the navy yard service. Adopted and Referred to	Ex. Coun.

## Panama Canal Workers

No. 33. Urge a Senate investigation of the alien situation in the Panama Canal Zone	Adopted
No. 34. Urge inclusion of Panama Canal and Panama Railroad employees in any legislation for shorter hours for government employees	Adopted
No. 36. Advocate legislation permitting Governor of Panama Canal to appoint sons of persons employed on Panama Canal and Panama Railroad to the Naval Academy at Annapolis	Adopted
No. 37. Urge legislation providing 25-year optional retirement, at age 55, for Panama Canal and Panama Railroad employees	Adopted
No. 38. Urge pension legislation for widows of Panama Canal employees	Adopted
No. 39. (Identical to No. 33 above.)	Adopted

## Puerto Rican Workers

No. 62. Amend Wagner-Peyser Act, which creates U. S. Employment Service, to include Puerto Rico	Adopted
No. 64. Extend Workers' Education program to Puerto Rico	Adopted
No. 69. Urge Congress clarify final political status intended for Puerto Rico. Authorize a general plebiscite in Puerto Rico to determine ultimate political status desired by population	Adopted
No. 70. Amend Social Security Act to apply to Puerto Rican workers	Adopted
No. 156. Propose local agency for administration of Federal Housing Act in Puerto Rico	Adopted
No. 157. Endorse Wagner-Ellebogen Bill, which extends the housing and slum clearance program to Puerto Rico	Adopted

## Housing Program

No. 168. Exempt investments in home building and home renovation from income and other tax laws	Adopted
No. 231. Support Scott Housing Bill (H. R. 12835) and urge immediate enforcement of the Tenement House Laws	Ex. Coun.
No. 251. Support Wagner-Ellebogen Housing Bill	Ex. Coun.

## La Follette Labor Spy Investigation

No. 111. Press La Follette investigation and appropriate at least \$200,000 for its continuance	Ex. Coun.
No. 120. Introduce bill in Congress forbidding the finger-printing, for civil reasons, of workers arrested in labor disputes	Ex. Coun.
No. 208. Urge Congressional appropriations for continuing La Follette investigation of labor spies	Ex. Coun.
No. 210. Appropriate at least \$200,000 for continuing La Follette investigation	Ex. Coun.

Munitions (including permits for possession and government manufacture).

Resolution	Action Taken
No. 4. Advocate government manufacture of all munitions for national defense	Ex. Coun.
No. 5. Urge strong national defense, with manufacture of munitions and construction of naval vessels to be done by government in federal arsenals and navy yards	Adopted
No. 145. Support bills to take the profit out of war; nationalize the munitions industry; enact stronger neutrality law and otherwise seek to promote international peace	Ex. Coun.
No. 153. Advocate legislation outlawing the possession of weapons of offense by employers and demand publication of those possessing such weapons	Ex. Coun. to support legislation for bidding existence of private arsenals except under public permit.
No. 199. Demand public hearings for permits to possess bombs and machine guns, with publication of all such possessions	
No. 250. Protest granting of permits to employers for possession of bombs and machine guns; demand publication of names of persons or agencies possessing such weapons	

## National Guard

No. 119. Condemn Tydings-McCormick Bill and other measures providing for the use of the National Guard in labor strikes	Ex. Coun.
No. 205. Make it illegal for the government to grant funds for the National Guard to be used in strike situations	Ex. Coun.
No. 243. Oppose granting of government funds, especially war funds, to the National Guard	Ex. Coun.

## Anti-Lynching Legislation

No. 21. Urge Congressional legislation to end mob rule and lynching	Adopted
No. 86. Endorse Wagner - Costigan Anti-Lynching Bill	No action held necessary
No. 228. Urge federal anti-lynching legislation	No action held necessary

## American Youth Program

No. 68. Endorse the American Youth Act	Ex. Coun.
No. 176. Endorse principles of the American Youth Act	Ex. Coun.
No. 247. Endorse the Benson-Amlie American Youth Act (S. 3658)	Ex. Coun.

## Education (includes public and vocational education.)

No. 49. Urge abolition of School Ships now maintained through federal aid	Ex. Coun.
No. 51. Endorse Lundeen Bill (H. R. 6360) providing equitable federal aid to states for public schools (Endorse instead the Harrison-Fletcher Bill, S. 4793.)	No action
No. 136. Urge equitable federal aid for public schools (Endorse instead the Harrison-Fletcher Bill, S. 4793.)	No action

## Department of Labor (includes apprentice training, labor standards, international expositions and the Women's Bureau.)

No. 3. Urge Congress to appropriate funds to the Department of Labor to establish a Federal Committee on Apprentice Training; pass state apprentice laws to preserve standards of training	Adopted
No. 135. Urge Congress to designate the Secretary of Labor as a member of every federal commission participating in international expositions	Adopted
No. 144. Establish a permanent Division of Labor Standards under the Department of Labor	Adopted
No. 260. Support the Women's Bureau	Adopted



Resolution	Action Taken	Resolution	Action Taken
<b>General Welfare</b> (includes Pure Food and Drug Act, child welfare and silicosis.)		<b>Farm Labor</b>	
No. 106. Endorse the Copeland-Chapman Bill (S. 1944) for the enactment of new pure food, drug and cosmetic legislation-----	Adopted	No. 148. Remove discriminations against agricultural workers in federal legislation----	Adopted
No. 53. Demand government protection of workers against silicosis and similar diseases-----	Adopted	<b>Prison Labor</b>	
No. 140. Support legislation for child welfare, including:		No. 129. Protest request of government officials that building craftsmen teach their trades to prison labor to be used in the construction of prisons; repeal or amend act covering prison extension work-----	Adopted
1. Medical aid for children.		<b>WCFL</b>	
2. Adequate relief to overcome malnutrition.		No. 1. Obtain necessary Congressional legislation to assign a national cleared channel for WCFL, "The Voice of Labor"-----	Adopted
3. Facilities for advanced public education.			
4. Work opportunities, and relief at union rates for unemployed youth-----	Adopted		

### DOWN, DOWN GOES JOB OPPORTUNITY

(Continued from page 9)

to each house. Plumbing fixtures in both units include for each house a complete bath with built in tub, lavatory and toilet; porcelain sink and laundry tub combination, hot water storage tank. Under these conditions—with highly paid labor, traditional materials, no gadgets, and emphasis on high construction standards, it is evident that the highest practicable ratio of labor costs in comparison with material costs, would be reached.

As the general contractor and the subcontractors were required, each week, to submit a sworn statement of their payroll costs, the Alley Dwelling Authority

believes it has an accurate presentation of labor costs on this project:

Total contract ..... \$40,279.40  
Labor ..... 15,351.62

Balance representing contractor's material, profit and overhead ... \$24,927.78

Labor's share is then shown to be 38.12 per cent of the entire contract cost, including the contractor's overhead and profit. The Alley Dwelling Authority has no way of separating out this overhead and profit, but if we arbitrarily call it 10 per cent, and deduct the amount of \$4,027 from the third item we would have \$20,900 for the cost of materials and the percentages then would be: **labor, 42.3 per cent; materials, 57.7 per cent.** We may be far wrong in de-

ducing that overhead and profit accounted for only 10 per cent but we do not believe it would go much higher than this since the contract was awarded through competitive bidding, and the Alley Dwelling Authority used much effort to secure a low price on its project in order that low rents might be charged. So it appears that even with decided advantages in its favor, labor's share cannot equal materials' share of residential building costs. This is due partly, we believe, to the increased use of machinery on the job (steam shovels for grading, ready-mixed concrete) and partly to improvement even in such traditional materials as plaster, making it easier to work and requiring less man-hours on the job; improvement in fixtures and fittings, and more complete finish of mill-work, all leading to the same result.

We have the following tabulation of the time worked by various classifications of labor on this project of 12 houses:

Average							Average				
number		Pct. to	Total	Pct. to	Pct. to		No. of men		Total		
of men		total	man	grand total	total		on job		man hours	Amount	
on job		men	hours	man hours	Amount	amount	Classification	Rate			
Supervisory and technical	4	3.64	780½	5.24	\$1,169.85	7.62	Plumbers	1.50 hour	2	639½	959.25
							Carpenters	1.375 hour	7.68	3,024	4,158.20
Skilled workers and foremen	65	59.09	7,248	48.69	10,440.66	68.02	Painters	1.375 hour	5	1,225	1,684.64
							Truck drivers	.65 hour	7	147	95.55
Semi-skilled (pay rates 65c to \$1)	22	20.00	557	3.74	442.13	2.88	Laborers	.55 hour	13	4,838½	2,661.21
							Watchmen	3.00 day	2	903	339.98
Unskilled (pay rate less than 65c)	19	17.27	6,304½	42.33	3,298.98	21.48	Helpers	.50 hour	1.5	390	195.00
							Helpers	.75 hour	1	56	42.00
							Apprentices	.50 hour	1	8	4.00
							Foremen	1.625 hour	1	105	170.62
							Apprentices	.60 hour	1.6	165	98.79
							Mechanics	1.50 hour	2	97	145.50
							Roofers	1.10 hour	1.6	29	31.81
							Roofers	.85 hour	2	28½	24.23
							Roofers	.70 hour	8	40½	28.35
							Roofers	1.50 hour	1	8	12.00
							Painters	1.00 hour	1	49	49.00
							Mechanics*	1.65 hour	2	128	211.20
							Sheetmetal workers	1.50 hour	1	46	69.00
							Plasterers	1.75 hour	22	410½	718.75
							Hod carriers	.875 hour	3	264	231.00
							Lathers	1.50 hour	3	192	288.40
							Plasterer foremen	11.50 day	1	30	57.50
							Concrete foremen	1.50 hour	1	82	123.00
							Plasterers	1.50 hour	2	24	36.00
							Cement finishers	1.375 hour	2.75	178	245.33
							Rodmen	1.625 hour	1	9½	15.45
							Iron workers	1.75 hour	2	12	21.00
							Cement finishers	1.50 hour	1	11	16.50
							Rated men	1.00 hour	1	21	21.00
Classification		Rate	Average No. of men on job		Total man hours	Amount					
Engineer		\$10.00 day	1		67	\$90.00					
Engineers		1.85 hour	1		24	44.40					
Supervising foremen		1.50 hour	1		680	1,020.00					
Bricklayers		1.50 hour	5		911½	1,367.40					
Bricklayers		1.625 hour	1		46½	75.56					
							* Electrical workers.				
							110.00 14,890 \$15,351.62				

\* Electrical workers.



# DEATH CLAIMS PAID FROM DECEMBER 1, INCLUDING DECEMBER 31, 1936

L. U.	No.	Name	Amount
	292	W. L. Telmosse	\$1,000.00
	82	V. Hurley	1,000.00
	164	Edwin Kemp	1,000.00
	134	J. F. Dewyer	1,000.00
	164	C. L. Hawes	1,000.00
	393	A. N. Arentz	475.00
	134	W. V. Corbeil	300.00
	134	C. T. Peacock	1,000.00
	38	Thomas Bolster	1,000.00
I. O.	T. G. Sherman	1,000.00	
	48	F. Justesen	1,000.00
	549	S. Ross	1,000.00
	212	R. Kline	1,000.00
	8	A. W. Vellequette	1,000.00
	193	B. F. Ausmus	1,000.00
1147	A. F. Nelson	650.00	
	5	R. P. Adams	14.58
	134	E. G. Fisher	1,000.00
I. O.	A. Beuler	1,000.00	
	595	P. P. Hoebe	1,000.00
	17	Frank Dunn	475.00
	65	T. A. Myers	1,000.00
	3	J. R. Nowell	1,000.00
	5	G. M. Lehr	1,000.00
	81	A. S. Gibbs	1,000.00
I. O.	Jack Allison	650.00	
	3	James Maher	1,000.00
I. O.	R. A. Roane	475.00	
	58	D. Brownson	1,000.00
	923	J. B. Williams	300.00
	445	L. J. Backofen	475.00
	340	Walter L. Wilson	1,000.00
I. O.	William R. Maturin	1,000.00	
I. O.	A. A. Schultz	1,000.00	
	408	E. E. Stockman, Jr.	1,000.00
	116	S. L. Frankenfield	1,000.00
I. O.	George S. Gengel	1,000.00	
	52	Wm. H. Brown	1,000.00
	6	H. C. Johnson	1,000.00
	716	G. L. Hood	1,000.00
	309	George Lansing	1,000.00
	581	E. J. Wilson	1,000.00
	39	J. J. Hlavin	475.00
I. O.	R. B. Latimer	1,000.00	
	408	A. A. Sneed	1,000.00
	134	W. W. Sloan	1,000.00
	3	D. W. Coughlin	1,000.00
	817	E. T. Locker	475.00
	101	A. E. McKenzie	1,000.00
	160	Charles A. Thain	300.00
	500	J. D. Elder, Sr.	475.00
	656	Joseph E. Mooskey	1,000.00
	430	A. G. Hanson	1,000.00
	134	William J. Fyfe	1,000.00
	134	M. A. Hunt	1,000.00
	213	H. S. Hope	1,000.00
	353	James E. Harman	1,000.00
Total			\$49,539.58

## UNION WAGES IN BUILDING TRADES ADVANCE IN 1936

### Hours of Labor Show Little Change

Union wage rates in the more important building trades advanced in 1936, according to a survey just completed by the Bureau of Labor Statistics, U. S. Department of Labor.

On the basis of reports received from 70 of the most important cities in the country, the hourly wage rates of nearly a third of the building trades members covered were higher on May 15, 1936, than on the corresponding date of the previous year. Lower hourly rates were reported for less than 1 per cent of the 342,000 workers for which information was available. The average union rate of wages in the principal building trades

on May 15, 1936, was \$1.223 per hour, as against \$1.204 on the corresponding date of 1935.

Workers in the lower-wage brackets were principal beneficiaries of the advance in rates, 42.4 per cent of the helpers and laborers covered received increases during the 12-month interval compared with 27.6 per cent of the journeymen. Nevertheless, increased hourly rates were reported for 38 per cent of the bricklayers, 36 per cent of the carpenters, 40 per cent of the painters, and 37 per cent of the steam and sprinkler fitters. Of the skilled trades, more composition roofers (7.1 per cent) had wage cuts than any other group.

In 1936 about 31 per cent of union journeymen in the building trades had hourly rates of \$1.50 and over and only 3 per cent had rates of less than \$1 an hour. By contrast, in 1935 almost 5 per cent showed rates of less than \$1 an hour and only 18 per cent had rates of \$1.50 an hour and over. The largest proportion of journeymen—28.5 per cent—had rates ranging from \$1.50 to \$1.625 an hour in 1936.

Over half of the union laborers and helpers in 1936 received from \$0.875 to \$1.125 an hour and only about 2 per cent were paid less than \$0.50 an hour. In the preceding year, almost 4.5 per cent of the workers in this group were receiving less than \$0.50 an hour and the hourly rates of 49.1 per cent ranged from \$0.625 to \$0.875.

Weekly hours of labor of union work-

ers in the building trades remained virtually unchanged in 1936. As in the previous year, nearly 80 per cent of the union membership worked under agreements that provided for a 40-hour week. The actual average working time in 1936 was 38.7, the same as in the year preceding.

The outstanding results of the Bureau's survey of union scales of wages and hours in the building trades are scheduled for publication in the December issue of the Monthly Labor Review.

## NEW GOAL OF \$3,600 SET BY A. F. OF L.

(Continued from page 12)

fewer than they had been at any time since the days of war prosperity before 1920. In 1929, our year of greatest prosperity, 22,909 firms failed; in 1934, only 12,185. It cannot be said therefore that wage increases laid so heavy a burden on industry as to cause many failures, even in a year when depression was still upon us. The very low level of failures in 1936, estimated at only 9,586 for the year,<sup>2</sup> shows an unusually healthy condition in the business world, a time auspicious for wage increases.

"Stimulated by the tax on corporation surplus, dividend payments in November reached the highest level in history. By November 25, \$767,500,000 in dividends had been declared; the highest in any previous month was \$567,877,000 in December, 1930. The graph on page 1 [not illustrated here] shows dividend payments of 600 companies in the months of August, September and October each year since 1933. Contrasting strongly with the record of hourly wages which had made no significant increase since the summer of 1934, dividends have increased steadily, this summer's payments being above 1934 by 36 per cent. If industry is able to make such increases in dividend payments, clearly it has the wherewithal to lift workers' buying power.

"Wage increases reported in the newspapers in November are a step in the right direction. It is too early yet to tell whether they are widespread enough to have much effect on buying power. Certainly those cited have been far less in total amount than the dividends declared in November. We hope that industrial executives will be wise enough to see that wage increases must not stop with a few efforts featured in the press. Only by large and continuing increases can we create a market great enough for capacity production and full employment.

"To create the 'capacity production' living level at today's prices would require an income of \$3,623 for every family in the United States. This would be \$1.77 per hour for a 40-hour week, with steady work throughout the year. Some skilled workers have already reached this level. For the vast majority, we must count on steady upward progress, striving first to lift all to the minimum health level."

<sup>2</sup> Estimated by A. F. of L. on basis of nine months.



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International Brotherhood of Electrical Workers

1200 15th St., N. W.



## NOTE OF UNITY STRONGLY STRESSED

(Continued from page 7)

"Many Class A members of our union and many labor leaders in our Brotherhood ask, 'What good will it do us to organize shop workers, what benefits will we receive?' Aside from our fundamental belief that all workers should be organized, the Class A members benefit greatly. Just how do we of the electrical construction industry hope to be the aristocracy of labor when skilled workers in electrical manufacturing shops doing similar work are receiving one-third of our wages? Is it any wonder that the trend of electrical installation jobs are toward pre-fabrication? If the electrical construction worker will compare the amount of work done on a job with the work that was done 15 years ago, he will soon realize the trend.

"If we are to avoid, in the future, being a union of unemployed, we must follow our industry into the shops, the source of supply.

"Since the switchboard industry was organized in New York City, it was possible to find employment for over 60 of our members who could find no employment in the construction field. If an analysis of the non-union electrical construction workers could be made, you would find that a considerable number had their beginning in the electrical manufacturing shops.

"Bettering the shop workers' conditions keeps them in the shops and not out in the field where they compete with the union electrician.

"Therefore, in order to keep abreast of the times, we must pursue our trade to its origin.

"Many local unions have had difficulty making ends meet without increasing dues. Through the organization of shop workers who contribute their share in dues, memberships in local unions can be increased without increasing the competition for work in the construction field.

"We are all faced with the problem of our American youth. Many speculate as to what is the future for our sons and daughters. What is the slogan to be? From the age of maturity to home relief or from graduation to unemployment insurance rolls? How many members are trying to have their sons and relatives enrolled as apprentices in our over-crowded construction field? Since we in New York have organized the shop, we have found approximately 100 members' relatives jobs with good conditions of employment.

"People will answer, 'My son, or daughter, will not work in any factory.' This may be true, but through the unionization of shop workers, jobs in them will be more attractive, thereby lessening the difficulty of our members' sons and daughters finding employment in other lines of endeavor.

"The shop workers ask but little. Their request is that the union aid and assist them in obtaining a more abundant life."

## HITHERTO UNCONSIDERED MATTERS IN DISPUTE

(Continued from page 5)

dusty will definitely determine the kind of union structure which must be set up by whatever structure is set up and whatever name is given to it, it will still be a federation and will still demand co-operation from the constituent parties. There is no magic in terms except where men are inclined to take the term for the fact.

## VIII. Certain Inviolable Principles

There are certain inviolable principles of unionization which must be observed in any set up:

1. Working people belong together, that is, the bond between those who work is stronger than mere economic interest.

2. If Fascism is to be avoided, democracy must be observed within the union and within the federation of unions. This democracy must be something in fact, as well as in structure.

3. Both the question of co-operation as between workers and the democratic principle preserved among them is largely a matter of administration and not a mere matter of structure. Federations of crafts have been made to work as on the railroads with a full force of industrial unity and with a full force of industrial democracy.

## LABOR BILL DWINDLES MORE AND MORE

(Continued from page 6)

locate any place where they were satisfactorily summarized as a group. The eggs were all heaped together in one pile and several thousand pounds of butter in another and a good many bottles of milk in a third. Feeling a little uncertain as to the outcome of our dairy product omelet if we attempted to mix our own, we finally decided to dismiss the matter entirely, which decision immediately set our minds at ease.

"Automobile Accessories" proved to be distracting to us. We couldn't spot an accessory anywhere. At last we decided to offer "Motor Vehicle Bodies and Parts" and if that doesn't seem adequate we suggest that you hunt up your own figures.

As for the remaining categories, they may not be strictly comparable to the Weingarten & Company figures, but they are fairly representative of their industries. Since Weingarten & Company neglected to tell us where it obtained its own data, we feel that these government figures will have to suffice.

Contemplating our handiwork, the first thing we noticed was that the railroad transportation industry paid considerably higher per capita wages than any of the others. This did not greatly surprise us, for a moment's reflection reminded us that, unlike other industries, the railroads are not free to establish arbitrary wage rates according to their own fancies. Uncle Sam steps in

and practically regulates their wage scales for them.

Leaving railroads out, for the moment, we next noted that average employee earnings ranged between \$1,655 in the motor vehicle and parts industry and \$870 in the cigarette industry for the year 1929. In 1933 the range was from \$1,300 in petroleum refining down to \$614 in cigarette manufacturing.

Six hundred and fourteen dollars! The return for a year's toil by the average cigarette factory worker! And even in the best years a chance of earning only about \$870—unless, of course, you are exceptional. But unfortunately the average person is never exceptional. With \$614 to \$870 as the average, what must your earnings have been if you were a little slower, a little less nimble-fingered than your neighbors?

Here is another factor. In 1929 the total annual labor bill for the cigarette industry was \$18,401,000. By 1933 it had been pared to \$13,835,000. At the same time the number of workers in the industry increased from 21,142 to 22,544 or nearly 7 per cent. Evidently in addition to making ruthless direct wage cuts, the employers indulged in wholesale discharging of highly skilled workers, replacing them with low-priced inexperienced learners.

The net result was that while the industry as a whole shaved 25 per cent from its payrolls, the contents of the individual worker's pay envelope shrank practically 30 per cent. On top of direct wage cuts the average employee had to pay for the inexperience and lack of skill of the newcomers.

Six hundred and fourteen to \$870 as the average worker's yearly pay in an industry in which the ratio of the labor cost to the total value of the output is only 6.2 per cent! "Niggardly," you say. One of our "leading industries," says Weingarten & Company. And you are both right. It is niggardly and it is one of our most representative, even if not one of our largest industries..

"The percentage of labor costs . . . in the last two decades . . . has dropped precipitately in cigarette manufacturing," advises Weingarten & Company. It attributes this fall to the introduction of modern productive machinery.

Like scores of others, the cigarette industry has been revolutionized since the War through technological improvements. But the old employer-employee idea of master and servant remains. New industries, when it comes to the latest scientific and technological advance; but old, when it comes to industrial relationships.

When labor forms such a small proportion of the ultimate value of modern, machine-made commodities, frequently less than 10 per cent as we see, one would think that these modern industries could pay at least decent wages. But as we scan the list for 1933 we find not a one that would support a man with a small family on a decent standard of living. Eight out of the total 16 industries paid average wages of less than \$1,000 a year. And when we turn to the figures for 1929, supposedly the top



year for all time, we find little comfort here, for even then only about half of them paid as much as \$1,500 a year for their workers.

## Because

### BECAUSE

#### Because

Because the report of the La Follette committee on labor spies is a historical landmark in labor history—

Because it contains a practical directory of crookdom and thugdom, boss-created—

Because it will not be excelled for a long time for its mass information on the dirty employer business of spying,

The ELECTRICAL WORKERS' JOURNAL has produced a limited number of copies, which can be had on application, at 95 cents postpaid for the two volumes.

## ELECTRICAL WORKERS JOURNAL

### SHORTCOMINGS OF THE NATIONAL ELECTRICAL CODE

(Continued from page 14)

has always proven advantageous to an electrical system.

We had to standardize on the conduit and wire size to electric stoves. Seventy-five per cent of the time the electrical contractor who installed the rough wiring in a home did not connect the appliance. The stove was always selected after the house was ready for occupancy so the consequence was that the contractor installed the wiring to suit his estimate. The owner in turn had to buy a stove to suit the wire size that had been installed and that certainly was unsatisfactory to the owner.

Our electrical ordinance makes it compulsory for conduit raceway to a stove to be at least one inch and No. 6 wire.

#### Most Contractors Sound

I do not wish to leave the impression that all contractors will not install adequate electrical wiring, for 90 per cent of our electrical contractors are striving to build a reputation upon service, honesty and fair play to all. The other 10 per cent will gamble and stay on the very edge of the minimum requirements. It doesn't make any difference to this class of electricians whether the installation will serve its intended purpose or not since the only sales argument he is capable of using is price and price will not guarantee quality or service. I am not going to continue to point out portions of our electrical ordinance, which we believe has helped us to advance wiring practices in this locality.

By setting a standard considerably above the National Electrical Code we are able to assure the general public a more sturdy and serviceable installation and create fairer competition among the electrical contractors.

The average American citizen is no-

toriously careless when it comes to a matter of personal safety. He has the utmost confidence in his ability to satisfactorily handle any situation that may arise. He seems to rather enjoy situations that involve an element of danger. He will speed an automobile to its full limits, race with trains at crossings, particularly enjoy the forms of amusements tinged with the unusual excitement that comes with danger and he will even install dangerous electrical wiring and equipment with full confidence that nothing will happen, or if it does, he can cope with it.

But here is one vital element that he frequently overlooks; he is not always possessed of the alertness of his waking hours. There are many hours through many nights and years when his senses are dead with sleep. Not only the individual but his family and those around him.

To be awakened in the dead of night by fire is one of the most horrible potential dangers that confronts man. His senses dead or dull, he may know neither intention nor direction. Darkness adds to his horror and the safety of those around him adds to his responsibility.

If the average American could fairly realize what he is apt to be up against at a moment like this, there would be no need for electrical inspectors. But such is not the case. We must exert our every effort to see that the electrical consumer is protected from fires and that the wiring installations will render the best possible service.

#### Loss to Consumers

The electrical contractor along with the co-operation of the electrical industry can sell quality installations as described by Mr. Roy Palmer, Illumni engineer, Duke Power Company, Charlotte, N. C., which is as follows: "Quotations were received from electrical contractors on wiring a certain size building per National Electrical Code wiring, and quotations on wiring same building under adequate wiring specifications." These quotations disclosed a difference in price of \$236 in first wiring cost saving in favor of National Electrical Code wiring. But Mr. Palmer also disclosed by simple mathematics that the supposed savings would be offset by a loss in energy delivered to the consuming outlet in about two years.

During the last month I have visited all of the larger merchants who have electrical merchandise for sale and have talked to them in regard to putting into effect the sales control portion of our ordinance. I was not only surprised at the reception they gave me, but I was delighted and happy. These merchants have sold materials and devices for many

years that have not been approved and could not give service. But they realized that with no supervision of the workmanship or material that price was the first consideration of a gullible public. With the 100 per cent co-operation we are receiving from the merchants, we hope to be able to say that in six months from now that 90 per cent of all materials, devices or appliances sold in Miami are approved by the Underwriters Laboratories, American Standards Association or our department.

The National Electrical Code on its front cover must establish these three facts before the members of the electrical industry can consistently sell adequate electrical wiring.

No. 1. That the National Electrical Code contains only minimum wiring requirements.

No. 2. That the National Electrical Code does not provide a measure of quality.

No. 3. That the National Electrical Code provides for only original installation, and makes no definite provision for future wiring extensions.

Then when the general contractor or owner asks for an electrical installation that will meet with the requirements of the National Electrical Code and the city ordinance and you show him the three facts printed on the front page of the N. E. C. he may change his mind. It is my firm belief that this would give an opportunity to the members of the electrical industry to sell quality, along with an adequate wiring installation.

I have endeavored to offer constructive criticism, that will help to advance wiring practices and continue to bear out this fact.

Electricity is the safest and most dependable of all helpers of the manufacturer, office, store or home.

### CASEY'S CHRONICLES OF THE WORK WORLD

(Continued from page 17)

gave him, I believe it had enough power behind it to have druv a hole through a stone wall.

"He kept me an' Micky boxin' wan anither fer hours at a time whin we otta been out hoein' the petaties. We was purty well matched—both as hard as nails—an' sometimes we wud lose our tippers an' get tearin' inta wan anither like me ould man wid his shillaly at the fair, an' thin he wud stop us an' lecture us on the art o' kapin' cool, for, says he, 'a man in a hurry, whin he loses his timper he loses his judgment, so ye two lads always mimmer that.'

"Danny was sure hard to please, but there finally come a day, whin he patted us on our backs, an says, 'Well, me lads, I've taught ye all I know an' I think ye otta hold yer own in anny company, an' if ayther wan av ye iver comes home wid a black eye now I'll give him anither to go wid it.' After me an' Mickey had a few fights the word wint aroun' that we was poison, an' Danny chuckled a lot whin he heard it."

"Yer Uncle Danny didn't know what a lotta trouble he was stirrin' up fer me," said Bill.

"Poor Billy," said Casey, with a wink to Slim. "Here was I all fer a quiet life an' Billy 'ud get out an' tilt against some wind mill an' I wud have to wade in an' pull him off be the scruff av the neck. He was a reg'lar fire eater."

#### I. B. E. W. RING



The sort of gift an Electrical Worker would be mighty happy to wear on his finger—a great idea for a prize in organization campaigns! With the union emblem, this ring in 10-karat gold is priced at

**\$9.00**



"Don't yuh b'leeve him, Slim. Terry an' me was like the lion an' the lamb. The Good Book says, 'the lion an' the lamb shall lie down together,' but whenever things was peaceful an' I'd be lyin' down like the lamb that I am, that's jus' the time that Terry 'ud start prancin' aroun' an' snortin' like a war horse, an' he was never so happy as when some trouble started."

"I c'n believe that," said Slim, "an' I'd awful well hate to get in his way right now if he was rampagin' aroun' with blood in his eye. It's sure a good thing that he's had Ellen to look after him an' keep him outa trouble an' make him tone down the brogue when he's out in society. What started yuh away from home, Terry?"

"Well," said Casey, "I niver had anny notion o' lavin' home, fer me an' Micky was havin' a good time. There was good shootin' an' fishin' on a big game preserve near where we lived, an' we stood in wid wan av the game keepers. Micky had an old horse pistol about a hundred years old, an' we usta snake into the place an' knock down a plump pheasant wid it, an' afore the smoke av the old blunderbuss had cleared, we 'ud be a mile away. We had jus' as good luck wid the fishin', while wan av us wud watch, the ither wan 'ud do the fishin', an' manny a fine string o' trout we ketched. Pape 'round there didn't have much land to work an' it made him sore to see all this big estate owned be wan man an' rented out fer huntin' an' fishin' parties. Me dad niver bothered where annything come from. He was niver so happy as whin he was at fall fairs wid his stummick full av good Irish whiskey an' twirling his shillaly. I guess if it hadn't av been fer me Uncle Danny actin' as a nurse maid fer him he'd av been killed manny a time. Me an' Micky usta go over to England to work in the harvestin' at times to earn a few pennies to help kape the petatie pot at home bilin'."

"There was an' old dominie in the village that used to tache school. He was a fine man an' had been rich wan time but trouble come to him. He lost his wife, his boy wint wrong an' some shark got away with his money, but he had been educated in some famous college an' he had so manny books that they took up wan whole side av the biggest room in the house. He taught me an' Micky to read an' write, an' he usta tell us stories out av the books about Brian Boru, an' ither ould Irish kings, in the days whin they used to wear armor an' fight wid battle axes. Micky liked the stories but he didn't have much head fer the studyin', but I liked the old dominie an' I used to study hard to please him. He used to lend me books an' afore I left home I had read a lotta thim, mostly Scott an' Dickens. He give me an ould book, Don Quixote, that I got yet. I usta torment Billy by readin' outa it about the ould feller goin' out to tilt against wind mills."

"Micky joined the crew av a fishin' boat, an' wan day whin they was out, a turbule storm come up an' the boat was wrecked an' the crew drowned, an' poor Mickey wid 'em. Well, I felt so bad that I jus' moped aroun'—cuddn't seem to get me mind off av Micky—so one day Uncle Danny come to me, an' says, 'Terry, me lad, ye're jus' wastin' yer time stayin' aroun' home. Ye'll niver come to anny good here, an' ye're old enough now to go out into the world an' fend fer yerself. I got a

little stake put by that'll give ye a start, so pack up yer duds an' away wid ye.' Well, the upshot av it was that Danny got me some clothes an' a new pair av shoes—none av us boys iver wore shoes except in the winter—an' away we started fer the nearest seaport."

"Danny wudn't let anny wan come wid us, 'Fer,' he says, says he, 'the whole neighborhood wud be there weepin' an' wailin', as if it was a wake they was at.' Although me father an' mither niver paid much attention to me whin I was home, yet, whin the time come fer me to lave, they carried on turble, an' me, I was near bawlin' meself. So Danny jus' hurried me out to the ould jauntin' car an' we climbed up on it an' away we wint. We reached the wharf jus' in time fer me to board the boat afore she pulled out. I jus' had time to shake Danny's hand and run up the gang plank. I stood at the stern av the boat wavin' to Danny as long as I cud see him. I sure felt lonely an' downhearted. I wondered if I'd iver see Danny an' the rest av thim an' thought how much better I wud av felt if only poor Micky cudda been with me."

"By an' by, I got a seat down below an' eat the little lunch I had brought wid me, an' thim I wint up on deck an' had a look aroun'. It was a nice, bright day wid jus' enough fresh wind to make little white caps on the waves. A flock av sea gulls followed us screamin' all the way across, an' occasionally we wud see a boat within hailin' distance, an' be the time we reached Liverpool I had got cheered up fairly well. We landed on the Liverpool docks an' I got me first sight av the noise an' bustle ye meet wid in a big city. I had a little look aroun' an' thim I wint up a side street an' got me a room in a respectable lookin' house. I wint to bed airly that night an' had a good sleep. The next mornin' I wint out an' after I had a little breakfast, I started to look fer a job."

"I noticed whin we landed that the docks seemed to be busy wid boats gettin' loaded an' ither gettin' unloaded, so that's where I headed fer. There was a little office at the end av wan of the long freight sheds. I seen a man in there that looked as if he might be a boss, so I goes up to the wicket, an' whin he comes up to it I asks him did they want anny men. He takes a look at me, an' says, 'Thim dock wallopers, that we got workin' out there, is a tough bunch, but if ye think ye can hold yer own wid 'em, why I'll start ye right now.' 'Well, bedads,' says I, 'if I can't kape up wid the best wan av thim, well, ye don't need to pay me wan single baabee.' 'All right,' says he. He takes me along the dock to where a gang av five men was truckin' the cargo off av a big freighter. There was four or five derricks on the boat. Longshoremen was workin' down in the holds av the boat loadin' the cargo into big rope slings an' the fellers at the donkey engines 'ud swing the derricks over the holds, run the loadin' hook down into the hold, drop an empty sling an' bring up a full one an' swing it aroun' on to the dock."

"The boss tells me to grab a truck an' start in wid the gang he had pointed out to me, so I takes off me coat an' vest an' starts in. This boat had a mixed cargo. There was bales av Australian wool, packed so tight that ye cuddn't get a holt in 'em wid the sharp loadin' hooks they used an' thim bales weighed 450 pounds apiece. There was big bales av cinnamon bark wrapped in heavy, straw matlin' an' bound up wid pieces av split cane, an' if ye didn't watch out the sharp edges av the cane wud cut yer hands to the bone, as I soon found out. There was big gunny sacks filled wid raw, shelled peanuts, square boxes av tea wrapped in mattin' an' bound wid more av the split cane, an' ither bales an' boxes av all kinds. Our job wasn't so bad fer we was out in the open where the air was fresh, but I didn't envy thim longshoremen workin' down

in thim close holds, they must 'ave been tough to stand the heat an' the heavy handlin', fer a lot av that stuff had to be shifted from away back in the holds to the slings."

"When the boss tould me that thim fellers I was to work with was tough, he didn't exaggerate anny. I niver heard such foul talk afore an' not very often since. I got along all right the first day, but the second day we had to work together at one end av the shed to pile up some av the cargo to make more room. There was wan feller that the rest seemed to be afraid av. He was built like a gorilla, wid long arms that was jus' knotted wid muscle. He 'ud weigh nearly 200. I didn't blame the rest av the bunch I was workin' with fer not answerin' him back whin he cussed anny av thim. He acted as if he had a grudge against himself an' all the rest av the gang, an' he niver seemed to let up on his cussin' an' swearin'. Him an' wan av the ither fellers was liftin' up a piece of freight whin it slipped an' come down an' wan ind av it hit him a glancin' blow on the leg. He let wan howl out av him an' grabbed his leg in both hands fer a second an' thim he suddenly straightened up an' caught the feller that was liftin' wid him a blow square in the mouth that knocked out some av his teeth an' he wint down wid his face covered wid blood. Thim the big feller sure wint crazy. He was swearin' somethin' fearful. He struck the feller alongside av me on the chest an' sint him flyin'."

"Thim he turns on me, an' says, 'Ye red-headed — — —, what in h—l are ye laughin' at?' An' all at once he makes a fierce swipe at me. I'll own up, bedads, that I was scared good an' plenty an' wished that Uncle Danny was only in me place, but I side stepped an' he missed me. He yells, 'Ye red-headed Mick! I'm boss av this gang an' ye'll know it be the time I get through wid ye.' He makes anither pass at me, but be this time I was good an' mad an' I blocks his blow wid me left an' lets him have a hard right plum in left eye that sends him back on his heels; but he's sure tough an' comes bargin' in tryin' to clinch. I know'd me only chance wid him was to kape out av his clutches an' play fer his eyes, so I dodged, ducked an' side stepped an' managed to kape clear av his rushes, an' ivery wance in awhile I wud slip in a good punch to his eyes an' they begun to puff up an' close. He slowed up some an' I drove in a couple blows to the wind an' be this time he was staggerin' aroun' an' cuddn't see. I says, 'Quit, if ye want to.' But, no, he wuddn't an' kept comin' on, tryin' to clinch, an' still roarin', so I side stepped an' put ivery thing I had into a right 'cross to the jaw an' he wint down cold."

"The rest av the gang crowded aroun' me, an' said, 'He sure had it comin' to him!' There was quite a crowd gathered aroun', an' the boss that hired me, stepped up an' says, 'Me lad, ye sure done a good day's work today. Maybe we'll have a little peace aroun' here now.' He says to wan av the fellers, 'Get a bucket av water an' slush it over his head, an' whin he comes to take him home.' A couple av the fellers managed to get him home an' he didn't show up again fer about a week, an' even thim his face looked like a house on fire. I managed to kape clear av him an' we didn't have anny more rows fer quite a long time. Whin I wint into the office to draw me first pay the boss laughed, an' said, 'Whin I hired ye, ye said ye was a good worker, but ye didn't say ye was a giant killer as well. "Black" Lawlor has been abusin' the boys long enough an' he deserved what he got. Ye'll find a little extra pay in yer envelope fer the extra work ye done.' 'Well,' I says, 'he forced the fight on me, an' I ayther had to give him a lickin' or take wan meself, an' if he'd a beat me I'd av been a pretty lookin' wreck now.' 'Well,' says the boss, 'judgin' be



the looks av Lawlor, ye needn't be afraid av anny one else'. Whin I opened me envelope I found a 1£ note in it extra.

"But back av it all, Slim, I was lonesome an' homesick. I often used to think how different it wud have been if Micky or Uncle Danny had been wid me. The fellers I worked wid, wid their boozin' an' swearin', didn't appeal to me as company afther workin' hours, an' I jus' moped aroun' be meself—lonesome in a big city. Be this time I had saved up a little money, an' had sent back the stake Uncle Danny had give me, wid some extra to help out me father an' mither. Wan avenin', I had put on me glad rags an' stepped out av the door to go on me usual, lonely walk, whin who shud I see comin' up the street, but me Uncle Danny. I run up to him an' grabbed his hand, an' all I cud say as I shook it up an' down, was 'Danny, Danny!'

"Danny was wise. He patted me on the back, an' he says, 'I know'd, Terry, jus' how ye'd be feelin', an' I know'd it was time fer me to come over an' break up that spell av homesickness ye'll be afther havin'. Ye're lookin' a lot more av a man than ye were whin ye left home. Ye tell me ye're workin' wid the dock wallopers. Well, outside av not usin' knives, the gangs on this waterfront are as tough as ye'll find annywhere on God's green airth, an' if I'd a know'd ye'd been workin' wid thim I'd av been right over to see ye had a fair start. Ye don't show anny marks av bein' hurted so I belave ye have been able to take care av yerself.' Whin I told him about me fight wid 'Black' Lawlor, he said, 'Terry, me lad, I'm an ould man now, an' whin ye get ould life is but small petaties an' few in a hill, but I'd give tin av me remainin' years to have been here an' seen that fight. It sure does me ould heart good to know the time I spent trainin' ye was not wasted. Sorra is me heart that Mickey is not wid ye. If I was yer age now, wuddn't the two av us have a grand time makin' our way aroun' the world together, fightin' whin we had to—which I hope wud be often enough to kape us from gettin' rusty.'

"I asked him how was me father an' mither. 'Yer mither is doin' the best she can to kape the little home together but your dad is jus' the same as iver—drinkin' too much av the mountain dew—twirlin' his shillaly an' crackin' down wid it on somebody's head on the laste pretinse. If he'd av had a thin skull in place av the bog boulder he's afther wearin', he'd have been dead long ago. Yer growin' inta yer full manhood, Terry, an' the ould home, wid its idleness an' whiskey guzzlin', is no place for ye now. A good drap av the mountain dew niver hurted annybody as long as they mixed it with common sinse. It's a good servant but a poor master.

"A little whiskey, now an' thin,  
Is relished be the best av min.  
It drives away dull, broodin' care,  
An' makes an ace look like two pair.

"Kape a string on the latch av yer throat,  
Terry, whin the bottle is afther bein' passed aroun'.

"I got a week off an' Danny an' me tuck a trip to London to see the sights. Danny had been there afore an' knew the ropes. We wandered through the Tower av London an' looked at the swords an' battle axes, an' the armor thim ould knights used to wear, an' Danny says, 'Bedads, Terry, whin thim fellers was all dressed up they must av been like big lobsters in their shells, an' they must av had to do a lot av poundin' wid thim big axes afore they cud crack wan av thim cast iron shirts an' land a knockout punch.' We went through St. Paul's Cathedral an' Westminster Abbey, an' b'lave me, there was places in thim two where ye wanted to bow yer head an' kape quiet fer a minute.

"There was a p'leeceman standin' at the door av the Madam Tussaud Wax Work Exhibit an' Danny got me to go up to him an' ask him a question, an' sure he was wax work like the most av the rest av the exhibit. Inside some av them exhibits was wonderful. King John sittin' at a table signin' the Magna Charta wid all thim big knights standin' round makin' sure he didn't renig—jus' as natural as life. We went around an' saw some av the places that Dickens made famous. We spent hours in the picture galleries, an' finally, we wound up lookin' at the Egyptian mummies in the British Museum an' Danny said they give him a headache, so we come out an' had a good drink av whiskey each to cure Danny's headache.

"Even in thim days the London traffic was a nightmare. Whin ye wanted to cross a street ye gathered with ither pable in a little covey like quail, an' whin ye seen yer chance ye fluttered together to a little island in the cinter av the street an' waited, an' whin ye got anither chance ye fluttered the rest av the way.

"Our week passed all too soon. Whin we got back an' the time come to say good bye to Danny, I felt bad. Danny said, 'Take good care av yourself, Terry. Live clane an' ye'll niver regret it. Save up yer money an' don't stay at this job too long, but go to America, there's far better chances there than there is in this ould world. Write to me wance in awhile, an' though I be but a poor scribe, I'll get an answer back to ye.' We held hands a moment, an' I guess the dew was in our eyes, fer Danny wheeled quick an' threaded his way through the crowd, up the gang plank, an' that was the last I iver saw him."

There was a pause, and then Casey got up an' threw some more wood on the fire, and then, placing a card table close by, got a decanter of whiskey and glasses. Filling the glasses he handed one to Slim, one to Bill, and taking the third in his hand he held it aloft, and said solemnly, "Here's to the memory av me Uncle Danny. The best friend I iver had. May he rest in pace." The two rose, touched glasses together with him, and drank. Resuming their seats they sat quietly, with Casey apparently deep in the memories of the past. For a few moments they sat letting their minds wander back over the years, each in widely separated channels, and then, as if by mutual consent, they produced pipes and tobacco, and after due preparation, there arose that cheery blue smoke which does so much, at times, to dispel the petty cares and irritations of the daily grind. After the proper amount of incense had been burned at the altar of My Lady Nicotine, Casey began again.

"Well, I stuck to the dock wallopin' fer anither year an' saved up a nice stake. Ivery wance in a while I wud send over a pound note to Danny, an' I'd get a letter back in his queer, scrawly handwritin', thankin' me and tellin' me the news. In the spring I got acquainted wid some Canadian farm lad, that had worked their way across on a cattle boat. They was fine, upstandin' young fellers, an' whin I telled thim I was thinkin' av goin' to America, they says, 'Why not come back wid us? We travel steerage but that is good and clean enough fer anny workin' man. We got to start in a few days fer the spring work on the farm is jus' openin' up, an' we got to get back fer it. We cud sure get ye a job on a farm fer the summer an' ye wud be able to get used to the country, pay yer expenses an' put by a little besides, an' in the winters yer chances wud be good to get on wid wan av thim big lumberin' companies an' go to the woods wid us fellers.' I said, 'I'll jus' do that same thing.'

"I wrote a letter to Danny an' tould him me plans. I got a letter back tellin' me to come over if I had time. He says, 'Yer dad is goin' from bad to worse, an' yer mither is none too well, an' I can't very well lave thim, an' besides, I'm gettin' too ould to travel or to do anything but sit be the fire an' smoke me ould dudeen, so come over, Terry, me boy, an' take yer last look at us fer none av us 'ull be here much longer.' I felt so bad whin I read Danny's letter that I almost made up me mind not to go wid me friends, but I know'd Danny wud rather have me go an' strike out fer meself in a new land while I was young an' had me health an' strength, so I wrote back an' tould him that I cudn't go over to see him an' the rest as we were lavin' in a couple av days, but I tould him I wud niver forget him or the rest, an' I wud write often.

"I saw the boss av the dock wallopers an' tould him me plans. He made me come inta his private office an' sit down. He said, 'Casey, I'm sorry to see ye quit. Afther ye shamed "Black" Lawlor off the job we had peace an' quietness, the men have worked along widout so much cussin' an' swearin' an' have done a lot more work. If ye like to stay I'll give ye a pound a month more, an' as soon as an openin' comes along I'll make ye a foreman.' Well, I was almost tempted to stay on but finally, I said I'd decided to go. 'Well,' he said, 'if that's final, well, that's settled, but if ye iver want anither job, an' I'm here, jus' come to me an' ye'll sure get it.' I thanked him, an' he paid me what was comin' to me, an' then he handed me a two-pound note, an' says, 'Take that, too. Ye sure earned it.' So I thanked him, shook hands an' left.

"Me new friends tould me to be sure to get all the clothes an' things I needed, fer things was better an' cheaper there than in Canada, so I bought me a good-sized leather valise an' filled it, an' strapped some things on the outside av it, an' I noticed, whin I joined them that they had all done likewise. They all had their passages back paid fer them be the cattle shippers an' was travelin' on steerage tickets, so I bought a steerage ticket on the same boat. I noticed some av the first an' second class passengers had their baggage held up be the custom officers, so I s'pose they'd have to pay duty, but whin it come our turn we had our valises opened wide fer thim to look through an' they just took wan quick look at thim, an' anither look at us, an' says, 'Colonists, eh? Pass!' We didn't waste anny time gettin' on board. 'Gosh,' says the boys, wid a big sigh av relief, 'if we'd iver had to pay duty on our stuff we wud sure av been broke.'

"We got on board, got our grips stored away an' had a look around. There was quite a lot av dirty lookin' foreigners gettin' on an' we wud sure have hated to have to travel wid thim, but the ship's officers herded thim all into steerage quarters in the bow av the boat, but the clean lookin' an' respectable ones was put in the stern wid us. We found iverythin' clean an' the board was good so we had no kick comin', in fact, some av the second class passengers, much like ourselves, said whin they saw how well off we was, that they would have taken the steerage too if they had known it was so good an' clean.

"Me an' me new friends soon gets acquainted. They was all from Quebec. Two av thim, Tom an' Henry Grant, was brothers. The ither two was Frank Slade an' George Dubois. They had niver been far away from the farm afore, an' they had been soakin' in the sights av London, an' some av the ither places, like a sponge. I tould thim me name an' I said if all Canucks looked as fine an' husky as thim, that it must be a fine country. They said that it



was a good thing fer thim that they was husky on the trip over as the weather had been stormy, an' they had a turble time kapin' some av the cattle from gettin' down in their stalls, an' in gettin' hay an' water to thim. Wan feller—not wid their party—had got some av his ribs stove in, an' had to be taken to the hospital whin they landed, an' a couple more was seasick fer awhile an' that left them short handed to do the work, so they said they sure earned their passages an' what money they got paid besides.

"We were on a slow boat—it took 12 days in crossin' but we were havin' a good time an' none av us was seasick. We was allowed to join the second class passengers on their deck durin' the day an' there was usually some kind av amusement goin' on there. Wan day they had boxin' matches. The first matches was put on between boys av 14 and 15 years av age. They knew somethin' about the game an' made some lively intertainment. Finally wan av them was declared the winner. The feller handlin' the ring proceedings next asked fer a couple av volunteers fer the next bout from amongst us steerage passengers. A young feller, wid London cockney writ all over his face stepped into the ring, an' he was follered be another feller about the same weight.

"Well, sir, that cockney had ivery wan roarin' wid laughter wid his talk an' clownin', an' the way he dodged, ducked an' bobbed aroun' the ring was a scream. He know'd how to box all right an' the ither feller cuddn't lay a glove on him until towards the last av the second round, which was the limit fer the bouts, he let the feller hit him, jus' a light tap an' thin he went down pretendin' to be knocked out, while all the crowd was roarin' wid laughter, an' he wuddn't get up until after the referee counted him out. Whin the crowd stopped laughin' the manager called fer another volunteer to take the cockney's place—up to this time the bouts has all been good natured—an' in answer a heavy-set, young feller, wid a scowl on his face, steps in the ring. He know'd how to handle himself all right too, an' he tears into the young feller fer all he's worth, plainly lookin' fer to knock him out. The young feller is sure game, but he's no match fer the ither wan, an' he takes a lot av punishment. Pape in the crowd called shame, an' booed the tough guy, but that didn't make him ease up anny. The young feller manages to stay the two rounds but he's punished pretty bad an' the crowd cheers him fer stayin' the limit. Av course the tough guy gets the decision, an' he struts aroun' to see if anny wan ull have the nerve to step in the ring wid him.

"It made me a little mad to see the tough guy spoil all the good natured fun we was havin', so, whin he had finished doin' his goose steppin', an' was jus' about to lave the ring, I stepped in an' put on the gloves. We shook hands an' he tore into me right away. I let him do all the fightin' the first round, though it kept me pretty busy side-steppin', dodgin' an' blockin' to kape out av harm's way, an' he was fairly frothin' at the mouth because he cuddn't land a punch an' the pape all cheerin' an' givin' me the glad hand. The second round I quit foolin', an' caught his first rush wid a hard left in the bread basket that slowed him up, an' thin I gave him the same kind av punishment he gave the young feller. I cud have knocked him out but I didn't want to end the fun too serious, so I was content to let him off wid bein' groggy. Whin the referee raised up me hand as winner the crowd cheered an' near mobbed me to shake hands. Several more times we had boxin' matches, but they was all good natured, an'

anny that I was in was draws. The two Grant brothers says to me, 'We thought we'd seen some pretty good fighters among the river drivers up in the lumber woods, but ye'd oughta be able to hould yer own wid anny av thim.' They taught me to play cards an' we passed away a lot av time playin' a game called pedro. We was a jolly bunch, but wan day a little event happened that checked our high spirits. Wan mornin' a second class passenger was found dead in his stateroom. The burial took place that same evening."

(Terry continues his story next month.)

## SYMPATHETIC VIEW OF THE WARD BOSS

(Continued from page 16)

the attorney general. And one of the most ironic lights of the book is the day he is called upon to give an oration at the request of the American Legion for Mickey Dunn, who had been killed in the war. While on the platform Tim thought of the day when Mickey had been drafted because an old widow had come to Hughie pleading that her son would be spared the draft. Hughie was looking out the window when he spotted Mickey, drunk on the corner. He canceled the first draft and stuck it on Mickey, thinking he might just as well be killed by a bullet as to die with

the drink. Mickey had been on a spree in Paris and on his return to the front managed to smuggle in a bottle. The next day, well lit up, he went over the top and was killed. The square was being named for him—Michael Dunn Square, alongside Revere and all the others whose names are now familiar in history. When Tim was called on for his speech he pounded his chest with pride for his association with that gallant hero.

It is a man's book and is one that gives a picture of life in our cities during those days, that are too often glossed in our histories. To read it would give clearer conception to this generation of how our forefathers lived, not so long ago.

## GAY NINETIES NEUTRAL PASSED WITH CORSETS

(Continued from page 15)

to a hopeful, undisillusioned public in the gay nineties.

Perhaps the commercial engineers wish to get gay again, but John Q. Public will probably prefer to remain sober—no sprees with bare neutral—the material which Mr. Brand tries to tell us is "just the same" as this far better gay nineties construction.

# PRICE LIST OF SUPPLIES

Arrears, Official Notice of, per 100.....	.50	Labels, Metal, per 100.....	2.50
Account Book, Treasurer's.....	1.00	Labels, Paper, per 100.....	.30
Ballot Boxes, each.....	1.50	Labels, large size for house wiring, per 100.....	.50
Buttons, small rolled gold.....	.60	Paper, Official Letter, per 100.....	.75
Buttons, small 10k gold.....	1.00	Rituals, extra each.....	.25
Buttons, medium 10k gold.....	1.25	Receipt Book, Applicants (300 receipts).....	1.75
Buttons, diamond-shaped 10k gold.....	2.00	Receipt Book, Applicants (750 receipts).....	3.50
Buttons, Cuff, R. G., per pair.....	2.50	Receipt Book, Members (300 receipts).....	1.75
Book, Minute for R. S. (small).....	2.00	Receipt Book, Members (750 receipts).....	3.50
Book, Minute for R. S. (large).....	3.00	Receipt Book, Miscellaneous (300 receipts).....	1.75
Book, Day.....	1.75	Receipt Book, Miscellaneous (750 receipts).....	3.50
Book, Roll Call.....	1.50	Receipt Book, Overtime assessment (300 receipts).....	1.75
Carbon for receipt books.....	.05	Receipt Book, Overtime assessment (750 receipts).....	3.50
Charm, 10k gold.....	4.00	Receipt Book, Temporary (300 receipts).....	1.75
Charters, Duplicate.....	1.00	Receipt Book, Temporary (90 receipts).....	.75
Complete Local Charter Outfit.....	25.00	Receipt Book, Financial Secretary's.....	.35
Constitution, per 100.....	7.50	Receipt Book, Treasurer's.....	.35
Single Copies.....	.10	Receipt Holders, each.....	.25
Electrical Workers, Subscription per year.....	2.00	Research weekly report cards, per 100.....	.50
Emblem, Automobile.....	1.50	Rings, 10k gold.....	9.00
Envelopes, Official, per 100.....	1.00	Seal, cut of.....	1.00
Gavels, each.....	.50	Seal.....	4.00
Ledger, loose leaf binder Financial Secretary's, 26 tab index.....	6.50	Seal (pocket).....	7.50
Ledger pages to fit above ledger, per 100.....	1.50	Withdrawal Cards, with Trans. Cds., per dozen.....	.50
Ledger, Financial Secretary's, 100 pages.....	3.00	Warrant Book, for R. S.....	.50
Ledger, Financial Secretary's, 200 pages.....	4.50		
Ledger, Financial Secretary's 400 pages (Extra Heavy Binding).....	8.75		
Ledger, loose-leaf research, including tabs.....	15.00		
Ledger sheets for above per 100.....	2.50		

## FOR E. W. B. A.

Book, Minute.....	1.50	Single Copies.....	.10
Charters, Duplicates.....	.50	Rituals, each.....	.25
Constitution and By-Laws, per 100.....	7.50	Reinstatement Blanks, per 100.....	.75

METAL



1225

LABEL

NOTE—The above articles will be supplied when the requisite amount of cash accompanies the order. Otherwise the order will not be recognized. All supplies sent by us have postage or express charges prepaid.

ADDRESS, G. M. BUGIAZET, I. S.



# LOCAL UNION OFFICIAL RECEIPTS FROM NOVEMBER 11 TO DECEMBER 10, 1936

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
L.O.	114658 115635	39	251634 251641	107	611554 611590	196	266621 266668	309	617629 618150
1	61720 61729	39	273646 273655	108	922210 922245	197	436501 436506	309	622651 622694
1	14551 14566	40	89039 89250	110	139109 139124	197	522892 522900	309	966574 966593
1	133397 133433	40	184037 184040	110	198517 198656	200	968391 968479	311	360098 360158
1	286704 286754	40	415501 415713	111	753741 753743	204	237582 237586	312	17178 17231
1	345098 345750	40	588085 588113	113	23701 23719	205	526261 526277	313	293708 293709
1	447001 447037	41	72815 72822	113	28087 28091	208	884786 884797	313	331501 331527
2	144904 144905	41	709411 709515	113	759579 759600	209	21385 21408	313	769800 769801
2	316741 316935	41	714323 714443	114	235344 235345	210	294880 294963	317	17864 17884
B-3	F 1353-1383	41	927189 927371	115	508919 508934	211	12358 12361	318	724952 724979
B-3	F 2130-2332	42	973673 973678	116	423001 423002	211	351851 351870	319	952413 952418
B-3	M 3482-3600	44	970370 970382	116	951638 951750	211	566131 566160	321	752068 752091
B-3	M 3643-4239	45	508729 508742	121	62132 62214	212	31424 31482	322	254601 254601
B-3	M 4401-4489	46	314401 314471	121	245471 245473	212	91959 91976	322	958941 958941
B-3	AJ 33579-33600	46	581621 581640	122	22826 22827	212	51091 51095	323	2924 2926
B-3	AJ 33885-34000	46	973391 973690	122	44867 44879	212	121755 121985	323	118013 118065
B-3	AJ 34049-34200	48	158776 159000	122	277811 277920	212	301702 301702	324	200055 200055
B-3	AJ 34242-34275	48	191357 191387	124	290751 291000	213	32966 33346	324	698940 698960
B-3	AJ 34433-34504	48	426001 426027	124	422251 422272	213	411118 411180	325	9953 9964
B-3	4-AP 349-372	48	598061 599009	124	772875 772912	213	413323 413372	325	929786 929839
B-3	C 320-326	50	222287 222289	125	104828 105000	214	10615 10628	326	137121 137228
B-3	EJ 581-582	50	378001 378063	125	268566 268588	214	254154 254284	326	290766 290768
B-3	EH 630-633	50	997486 997500	125	314133 314155	214	309097 309098	328	928056 928079
B-3	OA 13578-13600	52	103724 103724	125	383251 383438	214	486629 486630	329	222574 222578
B-3	OA 13728-13741	52	323251 323298	127	822898 822903	217	253169 253179	329	177458 177477
B-3	OA 13947-14000	52	361622 362001	129	305278 305281	222	109145 109158	329	241036 241155
B-3	OA 14030-14116	52	362351 362351	129	902415 902427	223	938777 938843	332	28570 28570
B-3	OA 14208-14220	52	920953 921000	130	145866 145894	224	897368 897429	332	49041 49043
B-3	OA 14601-14690	53	280656 280714	130	339128 339341	225	770781 770789	332	964239 964300
B-3	OA 15812-15838	55	163601 163618	130	614104 614400	226	22646 22671	333	243768 243769
B-3	XG 71180-71200	56	66371 66375	130	621151 621225	229	973398 973405	333	303169 303261
B-3	XG 71522-71600	56	221131 221145	131	39096 39097	230	41043 41110	333	789981 789989
B-3	XG 71764-71800	57	318747 318750	131	170437 170450	231	197428 197489	338	753484 753495
B-3	XG 72001-72028	57	437251 437261	133	304472 304491	232	227554 227556	339	116535 116578
B-3	XG 72201-72211	58	151252 151500	135	757779 757800	232	851597 851620	340	43225 43384
4	254278 254284	58	151501 151819	136	212672 212676	233	177914 177931	341	30324 30324
5	355856 355976	58	152251 152609	136	709873 709960	235	886771 886781	341	198777 198817
5	715981 716070	58	185426 185473	136	987382 987431	236	938081 938088	342	224403 224409
6	147168 147275	58	597354 597852	138	899662 899692	237	508292 508341	344	844725 844738
6	165888 166192	58	702741 702750	139	939247 939266	240	559099 559114	347	174374 174446
7	14799 14805	59	128741 128752	141	880063 880084	241	386668 386681	348	302416 302545
7	119045 119144	59	163305 163392	143	406280 406296	243	51936 51944	349	194251 194335
8	12487 12600	60	252999 253000	145	149615 149668	243	139338 139352	349	294932 294964
8	19248 19252	60	315815 315885	145	610164 610272	245	277496 277505	349	710877 711150
8	133750 133813	64	13706 13738	146	241562 241583	245	366584 366627	349	725401 725684
B-9	188562 188619	64	122300 122310	146	312013 312013	246	765517 765534	349	943437 943500
B-9	289320 289500	64	590936 590947	150	684353 684362	247	318724 318746	350	168002 168002
B-9	375751 375909	64	722881 723080	151	47766 47769	252	98404 98417	351	112563 112583
B-9	40788 40810	66	178865 178886	151	283959 284250	253	374273 374295	352	38328 38330
B-9	44294 44511	66	321847 321859	151	486350 486379	254	905288 905294	352	281506 281666
B-9	173546 173556	66	656534 656600	151	425251 425356	255	56922 56927	353	53534 53535
B-9	981068 981185	67	523140 523169	152	199409 199409	256	516225 516238	353	102072 102076
B-9	983571 983640	68	59461 59461	152	737651 737669	257	193711 193714	353	716450 716482
10	246845 246853	68	155647 155718	153	81233 81236	257	265609 265634	354	6491 6491
14	246392 246397	68	437075 437091	153	989579 989613	259	465055 465063	354	193488 193488
16	146821 146894	69	533091 533097	155	300116 300120	259	916946 916987	357	313048 313087
16	313806 313813	72	958770 958781	156	235891 235906	262	164881 164913	357	381001 381030
17	175884 175893	73	22471 22484	158	218865 218876	262	677031 677082	357	824911 825000
17	253825 253829	73	289632 289718	158	441364 441390	263	817847 817867	358	114400 114449
17	340907 341490	73	771093 771142	159	97167 97216	265	263923 263936	358	676378 676458
18	307773 307800	76	48038 48044	160	21769 21794	267	512797 512801	360	239934 240000
18	313201 313273	76	274714 274779	160	164696 164698	269	12013 12013	360	249092 249123
18	317271 317280	77	201236 201750	161	495213 495228	269	357142 357170	360	253501 253539
18	474100 474114	77	283149 283226	163	13093 13097	270	511064 511073	363	417648 417677
21	769017 769026	77	428251 428841	163	906552 906638	271	224592 224592	367	509680 509694
22	142627 142631	79	109881 109952	164	131511 131510	271	292461 292482	370	939849 939855
22	145202 145323	81	125469 125501	164	705151 705400	275	758959 758974	371	897825 897833
22	506810 506940	82	306825 306910	164	706541 706650	277	712848 712848	372	55226 55226
25	209029 209038	83	157996 158050	166	222016 222073	277	298430 298430	372	806707 806744
25	221005 221090	83	282521 282750	166	239598 239600	277	209701 209701	375	509906 509917
26	75810 75814	83	423751 423835	166	459350 459381	278	6158 6158	377	450609 450631
26	193926 194009	83	607681 607721	169	786076 786082	278	28897 28901	377	544072 544114
26	31 31	84	299927 299954	173	524854 524861	280	958176 958187	379	767875 767885
26	164473 164513	84	350772 350930	175	294154 294163	281	252472 252478	382	203003 203015
26	307994 308318	86	101414 101417	175	456139 456155	281	683761 683761	382	545785 545821
27	185645 185653	86	127096 127455	175	937055 937106	284	6611 6614	389	219643 219656
28	96588 96607	86	685271 685392	176	768482 768498	284	62334 62360	390	160025 160028
28	129230 129237	87	886161 886173	177	10624 10625	288	52551 52551	390	281483 281498
28	544417 544564	88	664141 664164	177	293335 293390	288	613459 613493	393	41718 41719
30	494041 494050	90	7006 7010	177	727653 727784	290	961163 961169	393	610827 610840
31	184816 184819	90	111117 111258	180	308710 308719	291	342513 342526	394	225601 225625
31	313944 314250	B-91	240983 240997	180	241908 242014	292	88671 88672	397	72049 72049
31	477758 477761	B-91	757309 757313	181	353361 353392	292	144329 144412	397	789717 789761
31	442501 442630	93	935317 935319	183	16859 16861	292	276393 276396	400	724243 724269
32	244378 244378	94	940454 940460	183	219338 219355	293	309361 309385	401	196092 196096
32	773255 773276	95	310508 310510	184	197571 197571	295	775936 775952	401	638019 638045
33	247284 247288	95	761081 761100	184	444700 444714	296	771371 771378	403	787584 787592
34	39992 40007	96	66824 66896	185	168441 168517	301	274389 274407	406	891937 891957
34	86872 86983	96	457821 457851	185	197402 197403	302	24945 24945	407	20447 20453
34	573711 573828	99	126824 126826	186	779255 779267	302	25939 25941	408	149422 149458
34	342751 342787	99	361099 361215	190	227874 227874	302	290948 290973	408	172889 172890
35	310326 310327	99	721038 721106	190	345778 345842	304	249312 249312	408	



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS					
416	287345	287368	553	227092	227099	B-663	273880	273964	763	239455	239540	882	218449	218467
417	267109	267129	554	932047	932059	B-663	589888	589889	764	250102	250106	882	309923	309927
B-418	33172	33197	555	311703		B-663	43249	43305	764	507608	507630	882	767102	767106
B-418	108706	108750	555	561449	561486	664	83433	83437	765	2452	2469	885	30686	
B-418	242703	242706	556	29170	29200	664	306045	306093	765	299108	299110	885	235592	235616
B-418	346501	346565	557	782875	782887	665	148713	148737	770	81705	81709	886	192789	
B-418	471265	471276	558	95647	95687	665	612912	612915	770	219027	219107	886	375001	375030
424	8799	8808	558	138123	138329	666	65293		774	223527	223569	886	443246	443250
426	255005	255010	559	706792	706808	666	292521	292601	776	296114	296115	887	312001	312075
427	256168		561	66819		666	439846	439884	776	792390	792413	887	944233	944250
427	279200	279266	561	190287	190486	668	481785	481795	777	215277	215281	889	22374	22421
428	160516	160517	564	741163	741170	669	89721	89722	777	286549	286567	889	161200	161203
428	243604	243619	565	2735	2741	669	242101	242111	778	316201	316220	890	266023	
429	19101	19124	567	935739	935789	670	776822	776830	778	257701	257708	890	787049	787058
429	456477	456513	568	54205		671	179361	179383	779	790279	790289	893	782505	782518
430	940846	940886	568	371214	371242	673	663718	663742	780	220041	220117	895	225908	225916
430	783247	783267	569	23609	23612	674	364609	364672	780	295967	295986	895	301810	301818
431	798383	798406	569	205151	205277	675	191483	191543	782	730263	730269	896	276041	276049
434	240618	240621	571	950490	950492	675	279157	279173	783	775671	775685	896	295591	295628
435	130551		573	56343	56349	676	123033	123045	784	424501	424520	897	240385	240448
435	404091	404115	574	28341	28342	677	20184		784	468738	468750	899	28646	28685
437	222618	222639	574	150731	150750	677	874105	874133	B-785	11335	11386	900	3954	3964
438	15785	15894	574	349501	349620	678	242081		B-785	176102	176103	901	504540	504546
438	239269		577	27638	27649	678	794351	794388	B-785	241204		902	782361	782375
438	457745	457745	580	72885	72925	679	955610	955612	B-785	241461	241500	903	490303	490315
441	755602	755613	580	271109		680	957175	957179	B-785	245401	245421	904	781060	781075
443	724651	724690	581	924671	924730	681	21061	21066	787	15023	15035	909	772099	772140
443	768506	768522	582	28900	28920	681	521638	521649	790	363796	363814	910	1282	1297
444	60070		583	4724	4753	682	771168	771193	791	1113	1117	911	126411	126480
444	341104	341123	585	861660	861734	683	300601	300708	791	297738	297747	911	173182	173183
445	29479	29496	586	770234	770245	683	310501	310576	792	755849	755855	912	6260	6265
445	270527		588	60264	60301	683	715488	715500	794	39838	39845	912	935021	935080
446	5800	5812	589	243445		684	500376	500387	794	268201	268482	914	379214	379239
446	250673	250674	589	301728	301827	685	225463		796	786710	786716	915	76052	76054
449	856621	856630	590	21056	21061	685	634206	634222	798	595881	595898	918	516846	516863
453	239243	239270	591	236159	236180	688	25239	25241	799	224701	224716	919	923214	923222
453	480147	480159	593	624891	624899	688	890902	890923	799	300901	300916	922	374499	374508
456	167006	167043	594	750235	750251	689	23526	23558	800	168366	168370	923	133980	134038
458	860709	860735	595	331566	331639	689	306933	306936	800	174931	174966	923	174124	174136
459	234096		595	337955	338131	693	503246	503247	801	905500	905518	925	27016	27019
459	249201	249305	595	773427	773637	694	327774	327809	802	237230	237242	928	19080	19103
460	753975	753977	597	779888	779909	695	816448	816470	B-803	243008	243011	928	163840	
461	835891	835924	599	24385	24398	697	51356	51357	B-803	213927	213952	928	470709	
465	55556	55562	600	930775	930778	697	615528	615778	805	174347	174352	932	11795	11803
465	103263	103340	601	25019	25041	697	992201	992219	805	252608	252640	932	176723	
466	62261	62267	601	61533	61534	698	17729	17737	807	24721	24768	934	792959	792972
466	895251	895350	601	148789	148800	701	960354	960374	807	266276	266277	937	68378	68395
467	480539	480545	601	770170	770190	702	34000	34006	809	228758	228762	940	117148	117175
468	666499	666500	602	42343	42347	702	237685	237706	809	485609	485620	948	314701	314777
470	250355	250363	602	518655	518667	702	252943	252948	811	774064	774070	948	315069	315145
471	217	252	604	941768	941820	702	312652	312659	813	3061	3082	948	520180	520235
474	5863	5880	610	264539	264543	702	376640	376826	813	240514	240517	949	246919	246923
474	16747	16800	610	442928	442932	702	435050	435186	B-814	175209	175210	949	695445	695503
474	223801	223837	610	907727	907731	702	237155	237155	B-814	240614		953	242472	242513
475	767080	767100	611	195192	195193	702	242734	242739	B-814	242503	242592	956	14431	14436
477	996181	996196	611	272364	272390	702	237483	237508	B-814	253242	253320	958	242800	242807
479	784181	784193	613	237423	237439	702	768015	768018	817	304000	304252	963	313831	313838
479	768784	768807	613	292363	292500	707	7112	7137	817	369980	370059	970	377322	377421
480	223212	223224	613	326251	326610	707	18025	18030	818	20155	20157	970	253929	253956
481	169454	169458	613	454007	454009	707	768258	768279	819	512312	512326	991	892401	892412
481	196820	196843	615	19928	19934	708	244201	244222	820	144906	144910	991	767221	767230
482	499037	499040	615	269265	269268	708	501000		822	297051	297063	995	19635	19681
483	23807	23808	617	6796	6833	709	89365	89368	822	794026	794100	996	793255	793266
483	159608	159721	617	50499	50515	710	487759	487770	824	237885	237895	997	238188	238200
488	12017	12038	618	282561	282562	711	5354	5383	827	767412	767415	997	260101	260113
488	95564	95607	618	240773	240828	711	288116	288183	827	236455	236463	1002	100940	101007
488	125333	125339	619	482298	482304	712	62717	62730	833	492888	492897	B-1006	4198	4308
492	65545	65581	622	584794	584801	712	583808	583811	835	79562	79571	B-1010	1501	1559
493	896655	896662	623	25529		716	26646	26652	835	226121	226131	B-1010	12514	12750
494	17699	17700	623	729380	729401	716	607103	607147	836	229636	229640	B-1010	13501	13836
494	264066	265219	628	242130	242136	716	999321	999540	B-837	11585	11547	B-1010	226422	226500
494	309301	309380	629	64711	64742	717	114914	114972	B-837	241771	241796	B-1011	40496	40610
494	772201	772230	630	760429	760441	717	452418	452419	B-837	241502		B-1011	240142	240144
497	27364	27396	631	7822	7824	719	129255	129295	838	221716	221744	B-1013	10705	11750
499	176778					722	550122	550125	840	971661	971672	B-1013	225817	225870
499	195337	195420	631	16296	16322	723	221518		841	273168		B-1015	225326	225329
500	21471	21471	632	17461	17520	723	270084	270200	841	516457	516466	B-1015	225480	225517
500	284511	284590	633	26559	26599	724	49104	49186	842	84921	84922	B-1019	226298	226309
501	47241	47250	633	269902	269904	724	100542	100547	842	787215	787222	B-1020	242129	242133
501	95061	95182	634	254288	254889	724	497040	497059	844	9807	9830	B-1020	242142	242181
501	321001	321151	634	254401	254405	725	171072	171081	846	177168	177194	1024	51477	51605
501	717718													



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1154-----	4746	B-3-M	3843	122	44870.	622	584798.	131	170427-430.															
1154-----	778080	B-3-AJ	30345	125	104969.	643	177903-904, 906-	175	38976, 980, 987															
1156-----	375	B-3-AJ	34093, 34161.	130	339245, 255, 310.		914, 916-918.		294046, 068, 084															
<b>MISSING</b>		B-3-EH	632.	164	131773.	669	242107.		097, 138, 151, 45611															
26	75809.	B-3-OA	13955, 14116.	184	444708.	712	583811.		118, 125-126, 937010															
58	597502, 805.	B-3-XG	71269.	193	176068, 208, 229,	724	49124.		191-254864.															
173	294155, 157, 159-	B-3-XG	71490.		619735.	728	301506.		243-51930-931, 934.															
	161, 456140-154, -	8	12592.	205	526261.	741	766812-815.		280-311107.															
193	432016-032.	16	146874.	208	884787.	B-752	147932.		281-252469-470.															
243	51940, 943.	18	307780, 317752.	211	351865, 566160.	760	128753, 258660, 664.		372-55224.															
292	853266.	25	209035, 221028.	223	938800, 812.	791	297736.		595-313510, 773401-410.															
307	230857.	28	96588, 544448, 459,	243	51930, 934.	819	512321.		623-25524, 526-527.															
435	130550.	462, 464, 478, 512.		246	765519, 526.	827	236453.		640-33533, 535.															
483	23806.	34	86925.	259	916958.	833	492832, 836-837,		660-192878-880.															
504	63029, 63036, 63047.	48	158813, 885, 924,	269	357142-144.		841.		710-81698-81700.															
618	282558-560.	966, 977, 426012,		271	592481.	882	767106.		794-268069-070.															
643	177905, 915, 919.	026-027, 598992.		277	779.	887	280990.		833-492832-854.															
650	281622-624.	50	378044.	292	276393 - 395, 429,	889	22380-381.		835-79515, 527.															
653	21629-630, 636.	52	361666.	463.		909	772129.		B-837-11533.															
669	89707-720.	53	202378-381.	321	752085.	948	314728.		948-520169-170.															
697	615649, 740, 770.	66	321857, 656534, 611,	329	177461, 240952.	991	767226.		<b>BLANK</b>															
B-837	241794.	791, 859.		377	544101.	996	793258.		<b>PREVIOUSLY LISTED MISSING RECEIVED</b>															
842	84911-920.	69	533092.	382	545802.	B-1031	41384-41385.				<b>PREVIOUSLY LISTED VOID-NOT VOID</b>													
861	476919-920.	73	289635.	415	143758.	1037	129884.						<b>VOID-NOT VOID</b>											
867	311415-418.	82	306842.	438	15861.	1135	59428.								<b>VOID-NOT VOID</b>									
872	293407.	83	158013, 282566, 694,	474	5857, 16776.	1141	618245.										<b>VOID-NOT VOID</b>							
890	266020-022.	423835.		501	95066, 717724, 758,														<b>VOID-NOT VOID</b>					
<b>VOID</b>		84	350853.	730651, 897.				<b>VOID-NOT VOID</b>																
1-345109, 667.		90	111246, 250.	521	905146.																<b>VOID-NOT VOID</b>			
B-3-F 1373-1374, 2261.		99	126787.	528	262913.																		<b>VOID-NOT VOID</b>	
		107	611561-562, 587-	583	4731.	36	21989-990.																	
		588, 24014, 016, 020-		590	21058.	38	137020-021.				<b>VOID-NOT VOID</b>													
		021, 026-027, 037,		594	750235.	53	202378-381.						<b>VOID-NOT VOID</b>											
		040.		610	907321.	99	126820.								<b>VOID-NOT VOID</b>									
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## MASTER ANTENNA SYSTEM DESCRIBED

(Continued from page 13)

against wall or coping by means of a lower elbow and by tees, as shown in the accompanying illustrations. Such masts will last for many years, and therefore prove cheapest in the long run.

The aerial consists of two lengths of wire joined together by a transfer unit carrying the upper end of the transmission line. Long insulators and short strain insulators are inserted at the support ends of the wire. The transmission line leads to a lightning arrester, and then goes to the outlets below. It may be strung along the walls, or run through conduit or BX, according to the exposed or concealed nature of the job.

At each outlet the coupler unit is connected with the transmission line. There is a red lead that connects with the red wire of the transmission line, and a black lead for the black wire. The job is color-coded for polarity, simplifying all connections. The coupler is either mounted in the exposed type outlet, or is mounted in a standard outlet box which is provided with a suitable face plate. In the latter case, a pin-jack face or a polarized receptacle will be found most acceptable. The polarized plug, intended strictly for radio outlet use, precludes the insertion of antenna and ground leads in the usual power receptacle.

A most popular outlet arrangement combines the power outlet and the radio outlet in a single four-inch square box. A double receptacle face plate is used, with one set of parallel slots for the usual attachment plug and the other with slots at an angle for the aerial-and-ground radio plug.

Each outlet is tested just as soon as connections have been completed, by means of a typical midget set. Thus, the job is completed step by step, and known to be in proper working order at any stage. This eliminates the trouble and expense of straightening out a faulty installation.

## Private Dwellings Use It

Although the master antenna system finds its best prospects among apartment houses, hotels, hospitals, club houses and other large buildings, it is meeting with surprising acceptance among owners of private dwellings. This is of course to be expected in a day and age that is fully radio minded. The usual household has a diversity of radio interests. The lady of the house will hardly care to hear a talk on the latest forms of taxes, while the gentleman of the house will certainly shut off a beauty hint talk. The maid can hardly be expected to be satisfied with a talk on investment trusts, while the chauffeur will certainly not waste his spare time on that talk on antique furniture. Hence several radio sets become necessary in the household, even of the more modest category. And sets these days need not be costly, for the midgets selling for less than \$10 are adequate for use in the kitchen or maid's room or children's play room. It becomes necessary, however, to provide for the aerial and ground connections. For the sake of neatness and economy, the master antenna system is the logical solution.

The single aerial may be strung from outside, if surroundings permit or in the attic. The transmission line runs down through partitions and floors to the various outlets. If the work is done at the time of construction, with open framework, the cost is insignificant because of the knob-and-tube wiring. But even in the standing house, the wiring can be readily snaked through partitions and floors. The radio wiring of private homes thus brings the master antenna system opportunity to the smallest town, regardless of absence of apartment houses, hotels and hospitals. Manufacturers of master antenna systems are rapidly putting over the thought that "A fully-wired building is wired for radio." And the American people, being particularly susceptible to the whims of the sloganizer, are sure to react favorably to the suggestion, which will mean a large volume of such business in the private residence field as well as public buildings.

Meanwhile, the strides made in radio sets, particularly the all-wave kind, call for something more than the home-made aerial. No modern set can work at its best without a modern dipole antenna system with provisions for suppressing inductive interference. In many apartment houses the modern radio set fails to function properly. Signals are weak and in many instances drowned out by background noises. Overseas short-wave programs are practically out of the question. Home-made aerials on the crowded roofs fail

to get away from the inductive interference of motors, contactors, switches and other electrical equipment in the building, let alone the shielding or blanketing effect between closely packed aerials.

The master antenna system with its dipole aerial and noise reducing features, is the solution of today's apartment house, hotel, hospital, club house and other public building problem. At a cost of \$5 per outlet, more or less, any number of sets are individually and independently operated at maximum efficiency. At very little more cost per outlet, the private dwelling may be wired for any number of sets. Handy, inexpensive midget sets may be carried from room to room and plugged in the nearest radio outlet, thus bringing entertainment and enlightenment to any member of the family in any part of the house.

The latest development in the master antenna system art is the radio wiring of deluxe trains. The stream-lined Burlington Zephyrs, for example, are provided with a master antenna system and the necessary radio outlets for the compartments or drawing rooms. The porter can bring any passenger a high-grade Stromberg-Carlson radio set which mounts on the wall and plugs into the nearby radio and power outlet.

The master antenna system, in combination with special midget sets operating earphones instead of loud-speaker, brings radio entertainment to the hospital, even in the public wards. There are special radio pillows available, in which the loud speaker is placed. Although the program may be plainly heard by the patient resting on the pillow, it will not be heard by anyone a few feet away. Thus each patient may enjoy radio programs without bringing bedlam to the ward or room shared by others.

There's gold in dem dar master antenna systems! And it's a job for the electrical worker rather than the radio service man. In fact, manufacturers of the required parts and materials are keenly anxious to get electrical contractors and electricians interested, so that the work may be in good hands. It only remains for electrical workers to get the facts and then start in on what promises to be a welcomed bit of additional business. So the next move is up to you—and your boss, if you have one.

## THIS BUTTON IN YOUR LAPEL



proudly announces membership in the I. B. E. W. A handsome bit of jewelry, in gold and enamel. Solid gold, small size. **\$1.00**



# ON EVERY JOB *There's a Laugh & Two*

*Nobody brought forth another last line for Jack Hunter's poem yet but Abe Glick gives us his version of the romantic story.*

## King's Freedom

British King Ed,  
About to wed,  
Was halted by his people's stern voice;  
He had to shed  
His throne, instead,  
To get the lady of his choice!

ABE GLICK,  
L. U. No. 3.

\* \* \*

*Welcome back to the Duke!*

## Ballyhoo

I have ballyhooed for side shows,  
Before the days of Sally Rand,  
When married men would sneak inside  
For the show was just for men;

And with the old-time medicine show,  
I for a long time sold my ware  
To the unsuspecting public  
Should I catch them unaware.

My medicines were colorful  
And would harm not man or mule.  
The people fell for flattery,  
Man was always thus, a fool.

A gasoline torch and a banjo,  
A dance, a comic song or two,  
And folks would stand for hours  
To hear my bunk and ballyhoo.

"Step right up closer, friends,"  
I would say, and start my lure,  
"In this bottle I have a remedy—  
All your ailments it will cure.

"Have you got fallen arches?  
Ingrown toenails, dandruff, fits?  
Or perhaps your dog or goldfish  
Is suffering from the itch?

"I will remove your warts or bunions,  
Stop that falling of your hair;  
One bottle of this emulsion  
And that blemished skin is fair."

But you have all heard this story  
And perhaps fell for it yourself,  
And carted home bottle after bottle  
To litter up your medicine shelf;

The ballyhoo has changed a bit  
Since in those days of old,  
But the system hasn't changed a lot,  
It's the same old story told.

Instead of bottles now they sell  
Salve in the form of a C. I. O. charter,  
John Lewis now does the ballyhoo  
With his cure for trade and barter;

Like myself, he uses ballyhoo,  
Selling cures for man or mules,  
But colored, sweetened water  
Never cured anyone but fools.

EDWARD E. DUKESHIRE,  
The Duke of Toledo,  
L. U. No. 245.

*Oh, mamma! They're at it again!*

## Barrack-Room Ballad

(With apologies to Mr. Kipling.)

I sits me down to supper, "What," says I,  
"beef stew again?  
I'd like to sink my molars in sirloin now and  
then."

"Oh yeah!" says she, "Well, you'll eat that,  
like it, too, wise guy."

Of course, I ate the blooming stuff, but to  
myself says I:

Chorus—

"Oh, it's 'Sleepy this,' and 'Sleepy that,' and  
'Go and scratch your neck!'

But it's 'Honey,' 'Pet' and 'Dearie,' when I get  
the old pay check.

When I get the old pay check, my lads, when I  
get the old pay check.

Oh, it's 'Honey,' 'Pet' and 'Dearie,' when I get  
the old pay check."

I said to her, "Now listen, Babe; please lend  
to me a fin.

We've planned a stud game up at Sam's and  
I'm a sittin' in.

I'll give it back tomorrow, with another fin  
as well."

She froze up like an iceberg and she says,  
"I will, like—fun."

Chorus—

Oh, it's "Sleepy this," and "Sleepy that" and  
"You'll stay home, you hound!"

But she's just as sweet as honey when my pay  
day rolls around.

When pay-day rolls around, my lads, etc.

SLEEPY STEVE,  
L. U. No. 9.

\* \* \*

## Go Up, Young Man

Some say, Go west, some say, Go east!  
Some say, Go north, and south.  
But I say, Go up, young man, go up!

A worm will crawl and leave his trail,  
There is nothing there inspiring.  
A bird will fly to lofty heights,  
A picture more beguiling.  
To conquer all your trifling ills.  
Through life's tragic inning,  
A lofty mind makes a lighter heart,  
Success in the beginning.

Up, up, up! And with ease you'll rule the day;  
Up, up, up! And be ready for the fray.  
Stand up in your boots as you travel,  
Be not like a clown,  
Take the whip and the punch from whence it  
may come  
With always a smile, not a frown.  
For the buildings that surround you  
Go not into the ground,  
Their base is sure to make their height secure,  
For they go up, up up!

So climb each day, in every way,  
With a head up, high and cheery.  
Think, say and do the things that are kind,  
And the lowly mind just leave behind,  
And travel up, up, up!

And as you travel, grow, spread out like a  
lofty tree,  
Reach forth and take the goods that are  
yours—

But no more than belongs to thee.  
For perhaps some poor unfortunate soul  
needs shelter from the rain,  
Pass some along to him, and give him a start  
again.

So each kind thought and act in daily life  
Will be to you a pleasure.  
It will build you up to mountainous height  
And fill your soul with keen delight  
While you're traveling up, up, up!

BENJAMIN H. CARPENTER,  
Local No. 103, Boston, Mass.

\* \* \*

## Essences of Unionism

I've always stood from early childhood  
For better things and ideals;  
Though Uncle 'twould tickle when he'd give  
me a nickel  
To stem the urging appeals.

As I grew older my fervor was bolder,  
A nickel was peanuts to me;  
But Uncle he leers at my crocodile tears,  
Donations increasing sufficiently.

On the march of time, I'd ask for a dime,  
And later 'twas raised to a quarter;  
Squinting over his glasses, he'd say some-  
thing about asses,  
And not doing the things they oughter.

In advancing age I'd reached the stage  
Where I wanted to go "a-sporting;"  
But Uncle he rears, with paternal fears,  
At the spending on the girls I'm acourtin'.

So one day he flares, at me he blares  
That money has no value to an elf;  
"Gosh hang it! Gol dern it! Go out and  
earn it!  
Go work and strive for yourself!"

Financed with pliers to twist some wires,  
I signed up with the union, and then  
I learned a trade and an Alec was made,  
To Uncle I chided: "Say when!"

\*In a union's phase, seeking a raise,  
And as a member selected so newly;  
The contractors were aligned, an agreement  
signed.  
Who was on the committee? But yours  
truly!

From the day I was born, I could pipe a horn  
As a union man from the snows;  
My constant rail was a sliding scale.  
Just ask my Uncle: He knows!

\*As a charter member of Local No. 177,  
Jacksonville, Fla., was on the first wage  
committee to approach the contractors for a  
raise. We got it!

WILLIAM E. HANSON,  
L. U. No. 103.

\* \* \*

## New Year's Morn

"We're so crowded at our house, I wonder if  
you'd let me put my stew in your ice box?"  
"Gosh, why do that? Why not just put the  
ice on his head?"





The world bestows its big prizes, both in money  
and honors, for but one thing.

And that is Initiative.

What is Initiative?

I'll tell you: It is doing the right thing without  
being told.

ELBERT HUBBARD.

